

Our values and behaviours

Our values represent what we as a collective care about. Using them to guide our behaviours is critical to ensuring that we are working together and with others in the most effective way possible. These values and exemplars below are intended to serve as a reference point for desirable behaviour in our College. These values should be used alongside the University's *Statement on Academic Freedom*.

Excellence

We are committed to the pursuit of unrivalled quality in everything we do. We push boundaries, adapt and take a long-term view. We will define excellence in our own terms.

- Drive excellence and improvement from a foundation of continued learning and mastery of skills.
- Be humble and curious — ask yourself 'is it as good as it can be?'
- Get comfortable taking risks. They're a necessity when pushing boundaries in the pursuit of progress.
- Acknowledge your mistakes and failures and share these with others to allow the collective to learn.

Robustness

We welcome constructive debate and build resilience as individuals and a team in order to improve. Differing opinions are a virtue and without them we will not progress or succeed.

- Give feedback constructively and tactfully. Challenge and question the idea not the person.
- Be graceful in the delivery and receipt of feedback.
- Enter discussions with an open mind and always consider alternate perspectives.
- Initially try to resolve differences with colleagues yourself.
- Consider how you can change your behaviour to improve relationships.

Respect

We value the diverse individuals that make our work possible and treat each other with consideration and compassion. Our environment is free from personal judgement and discrimination.

- Invite difference and diversity by seeking alternate views across Colleges and outside the University.
- Appreciate that everyone has an important role to play in helping the College deliver on its collective goal.
- Treat everyone with courtesy, empathy, respect and kindness.
- Encourage others to express their opinions and actively listen without personal judgement.
- Embrace and celebrate all areas of equity and diversity.

Collegiality

We are committed to working with our colleagues within our College and across the University to achieve better outcomes. In delivering on this commitment, we are both pro-active and accountable for the quality of the contribution we make.

- Invite input and involvement from others to improve their sense of ownership.
- Support one another, share successes and failures and celebrate the achievements of those around you.
- Be accountable for your actions and decisions, and consider if they are contributing to better outcomes for the College.
- Build stronger relationships by finding ways to connect with others and creating regular, open lines of communication.

Unity

We move forward united towards a shared vision of academic excellence. Often this means we collaborate within and across Colleges, sometimes it means we are working solo.

- Remember that we are all ultimately here under a shared purpose, irrespective of our role, seniority or length of time at the University.
- Use our shared vision to remain objective and find resolutions.
- The inherent nature of our work means that we will work both autonomously and collaboratively – we need to respect the value of each.
- Look out for the safety and overall wellbeing of yourself and others.