

# Our Values and Behaviours

## Authentic

We are honest, trustworthy and open, we respect one another and build confidence across our community.

### We do this by:

Being truthful and open in all our communications, even when it's difficult.

Actively listening to others, acknowledging their feelings and responding with compassion.

Speaking up to challenge behaviours that undermine our purpose and values.

Staying true to our word, ensuring what we say matches what we do.

Seeking to understand where others are coming from and trusting that their intentions are positive.

## Adventurous

We are progressive, ambitious and strive to achieve our best.

### We do this by:

Exploring new ideas and approaches knowing that we won't always get it right and that it might feel uncomfortable.

Embracing setbacks and viewing failures as an opportunity to learn, continually improve and grow.

Pioneering new methods that set new standards in education and research, inspiring others to follow.

Being open to change and working collaboratively with others to navigate and implement changes effectively.

Believing in our own ability and that of your colleagues to do the right thing at the right time.

## Responsible

We are accountable for our actions, we care for ourselves, others and our environment.

### We do this by:

Taking ownership of our work and evaluating the potential consequences of our actions and decisions.

Setting and agreeing realistic expectations for ourselves and others.

Offering support and assistance to one another, voicing concerns and recognising that our collective success depends on the well-being and growth of us all.

Adopting environmentally friendly habits, participating in sustainability initiatives, and promoting environmental stewardship.

Adhering to university policies, procedures and regulations, and legislation to ensure a compliant and safe environment for us all.

## Creative

We work imaginatively and innovatively. We find solutions and we are smart in the way that we apply our resources and capitalise on our strengths.

### We do this by:

Approaching our work with curiosity, seeking new knowledge and asking questions.

Readily sharing our skills, expertise and talents, whilst recognising and appreciating the strengths of others.

Making the most of the resources available to us and not letting perfection get in the way of timeliness.

Thinking beyond our immediate responsibilities, considering the larger context of our work, and collaborating across different teams and departments.

Removing obstacles and giving responsibility to others, providing support where needed.

## Collaborative

We foster team spirit and create a strong sense of community. We work together with colleagues, students and partners.

### We do this by:

Engaging with each other, our students and partners in a timely and considerate way to co-design solutions ensuring everyone feels heard and respected.

Setting aside time to build and nurture relationships, developing networks and understanding each other's priorities and goals to enhance collaboration

Celebrating our achievements and milestones together, acknowledging the efforts and contributions of everyone involved.

Being prepared to seek and receive constructive challenge and feedback.

Participating in and encouraging open, honest and clear communication.

# Creating Better Futures. Together



Loughborough University

