**One Council – Our Core Values and Behaviours**

**Quick Practical Guide for Leaders**

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| Thought bubble picture | Think about and make a note of which core values and behaviours are most important for your service delivery plans and objectives. |
| Logo for acting as individuals showing magnifying glass on cartoon image of people | **Try to answer these questions:**   * As a service, we are great at… * As a service, we could be better at… * The behaviours that are most important for the future of the service are… * The behaviours that we will help the service grow are… * The behaviours most relevant for strategic planning are… * The key behaviours for managers of my service are… |
| Picture of paper and pen | **Strengths**   1. Think about and make a note of which of the Core Values and Behaviours are most useful to how your service would be able to best achieve the service objectives. 2. Discuss with your management team which core value behaviours are most important to helping the service to improve. 3. Consider how you are setting an example to the people in your service by clearly demonstrating the Core Values and Behaviours |
| Picture of a silhouette of a head with cogs inside the mind | **Development**   1. From your list of Core Values and Behaviours that are particularly important to your service - are there any of those that you don't see examples of? What impact is that having on team working or service delivery? 2. Consider how can you promote Our Core Values and Behaviours across your service e.g., embedding them into staff communications and management development sessions. 3. Discuss with your management team how you recognise individuals and teams in your service for demonstrating and progressing the Core Values and Behaviours. |
| Logo for Our Behaviours showing two people high fiving each other | **Using our Core Values and Behaviours**  Our Core Values and Behaviours can help you consider what support mechanisms need to be in place for how your service plans and objectives can be implemented. Focusing on key behaviours can help ensure that your strategic objectives are achieved.  Remember to role model the behaviours to promote and encourage others within your service. |

**Here are some tips on using Core Values and Behaviours to help you make a difference…**

We hope you will:

* Take time to understand the behaviours and what they mean for your service delivery plans and objectives.
* When setting departmental objectives, consider which of the behaviours are most useful to achieving the outcomes.
* In service planning meetings, discuss with your management team which behaviours will help the service to improve.
* Include behaviours in service improvement plans.
* In meetings where you are making decisions that will impact others, challenge and be open to challenge whether the decision aligns with our values and behaviours.
* Set an example by clearly demonstrating the behaviours in how you work.
* Encourage others to demonstrate the behaviours.
* Recognise the people in your service when they are demonstrating Our Behaviours and tell them about why that was helpful and/or useful.