

Values and Behaviour Framework



Our Values

Values generate our behaviours and our behaviours transform our mission and purpose into reality, and so sharing a set of values as an organisation ensures that we work together as effectively as we can to provide the best possible service for our patients and communities and create the best possible working environment for our staff. We want everyone at Health and Beyond to use our values and behaviours as a guide so that together we can create a place where everyone can thrive.

We Act with Integrity

We challenge ourselves to **do what is right** not what is easy. We will readily share information and knowledge and deliver on commitments.

We Work Together

We **work together** to continuously challenge each other to learn, innovate and grow.

We Are Compassionate and Kind

We **make a difference** to our work-life balance by communicating with respect and acting with compassion and kindness.

To live our values, I will...

I will speak my truth: I will not be afraid of receiving and speaking truth at work each day even if it is uncomfortable.

I will be reliable: I will commit to actions and stick to my word.

I will be transparent: I will be open about any challenges I face and actively seek and provide support to others.

I will be professional: I will be adaptable and forward thinking and go the extra mile if required. I will take pride in how I work.

I will listen with intent: I will listen to understand before I speak. I will create space to listen to others.

I will believe in the potential of others: I will take responsibility to empower others and myself to set learning and development goals and achieve them.

I will set and communicate boundaries: I will respect other's priorities, share responsibilities, and work together as a team.

I will be hungry to grow: I will be curious to learn and absorb new information and encourage others to do so. I will take impactful action towards self-development.

I will strive to be agile, innovative, and resourceful. I will be courageous in trying new ways of working and I will learn from failure.

I will set a pace for my performance: I will set myself ambitious targets for growth and development that will be well balanced so that I do not burnout.

I will behave with empathy: I will treat everyone based on their individual needs and culture. I will show empathy and not judge others.

I will be approachable: I will be approachable and show up for my team.

I will ensure my colleagues are seen and heard: I will seek to understand individual preferences and tailor my communication style to meet different needs.

I will live and breathe inclusivity: I will be aware of my own bias and my impact on others and be prepared to challenge behaviour that is not inclusive or acceptable.

I will embrace a diverse range of views: I will ensure that all voices are heard, actively seeking out the opinions of those who may have a different