

What approach should you take?

Your aim is to support people to discuss and de-escalate situations wherever possible. Use this flowchart to work through your options.

1. Proactively creating a positive team culture

You have a **PERSONAL** responsibility to role model our values, to live up to our behaviour standards, and to reflect and consider changing if you are given feedback about inappropriate behaviour.

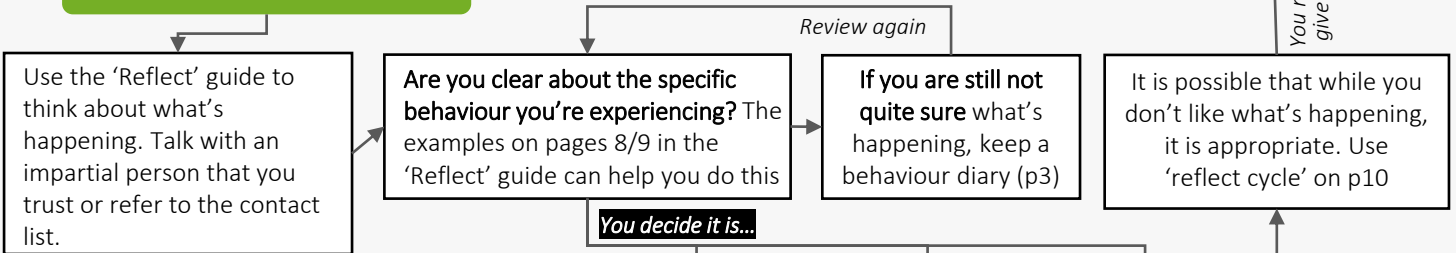
Each **TEAM** is encouraged to discuss the values-led behaviours they want to see from each other and use the resources in "Creating a positive culture" to discuss their impact.

We view giving and receiving well-intended **FEEDBACK** as constructive. If you experience or witness inappropriate behaviour, your first option is to use **BUILD** to give feedback and discuss changes to improve the situation.



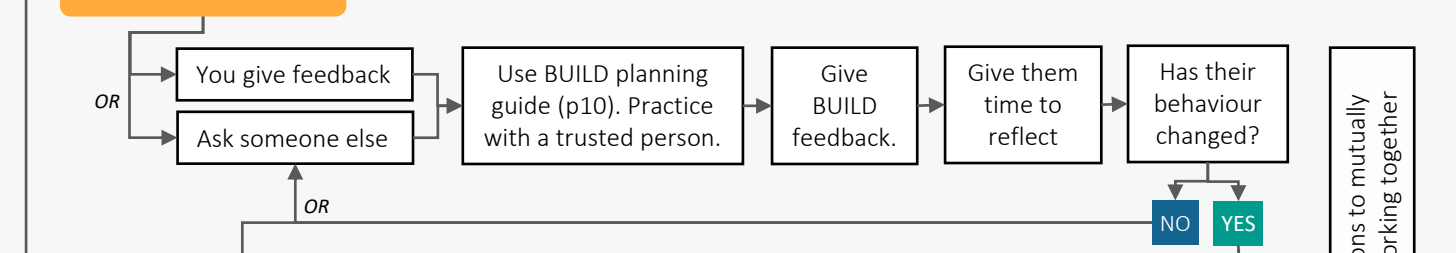
This behaviour feels inappropriate

2. Reflect on the behaviour

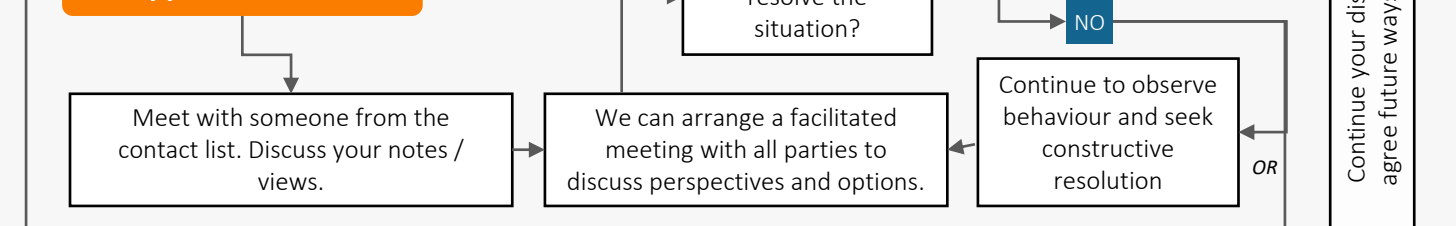


Check severity. Is it:
 Harmful Repeated
 Physical

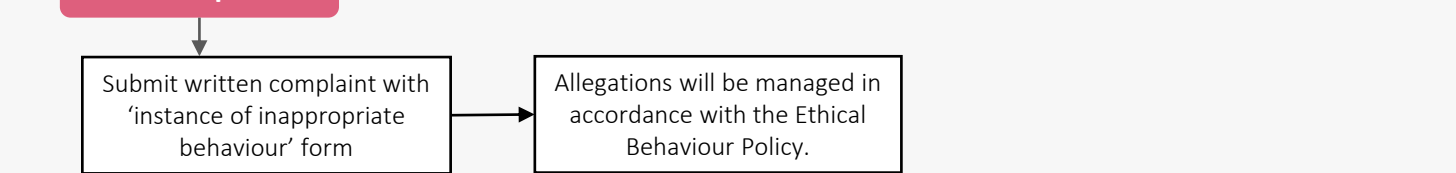
3. Direct feedback



4. Supported resolution



5. Formal process



You may still want to give them feedback