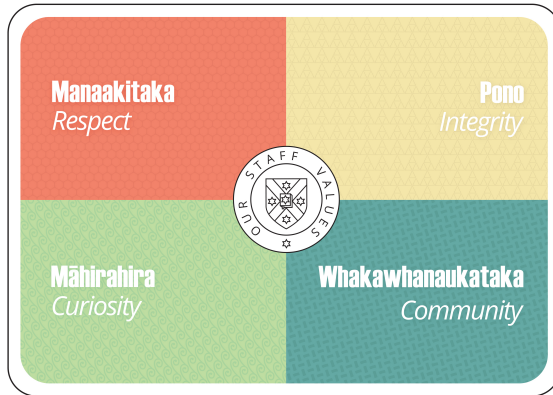# 1. Creating a positive culture in your team

Our values

When we put values at the heart of all we do, it improves teamwork, experience and outcomes.

We have heard from over 3,500 staff and students across our University, inspiring us to develop our values and behaviours.

These underpin and help create a positive, inclusive culture that supports people to be more effective at work and enhances staff wellbeing.

Manaakitaka *Respect*

Pono *Integrity*

Māhirahira *Curiosity*

Whakawhanaukataka *Community*

OUR STAFF VALUES

About this guide. Step 1 – Creating a positive culture in your team

This guide contains a series of discussion prompts to review and agree to different aspects of your team's culture.

It will help your team to identify the environment, behaviours and actions you can take as a team to build a positive culture, and to tackle and prevent inappropriate behaviour. Ensure these discussions are respectful and safe for everyone.

It's beneficial to review your team's approach regularly, not just when behavioual issues have been raised.

There may be behavioural problems with colleagues outside of your team. Look at the 'Our approach, our options' guide or get support using the contact list on the last page of this guide.

Creating a positive culture in your team	
p3	What do **our values** mean to you as a team?
p4	More good days: building a positive culture together
p6	Fewer bad days: identifying behaviours that get in the way
p8	The impact of poor behaviour on safety and teamwork
p10	Perspectives on behaviour: what's it like in their shoes?
p12	Our behaviours: setting out your own team expectations
p14	Little things that can make a big difference to team culture

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Creating a positive culture in your team

Discussion: build your own definition of team values in your team, and talk about how you will demonstrate these values in your day-to-day work

What do **our values** mean to us?

For colleagues	For students

How do we show
OUR VALUES?

For the University	For myself