

Our values and behaviours framework

These behaviours have been developed by thousands of staff and students, and guide how we act as individuals and teams, and how we lead, manage and make decisions.

		What we want to see	What we don't want to see
Mamaakitaka Respect	PROMOTES EQUITY	<ul style="list-style-type: none"> Inclusive, treats people as individuals, celebrates differences Develops cultural competence and respects cultural needs 	<ul style="list-style-type: none"> Challenges, denies or ignores people's cultural or personal identity Displays racism, sexism or other forms of discrimination
	UNDERSTANDING	<ul style="list-style-type: none"> Develops empathy, shows interest in and consideration for others Respects and acknowledges others' views, beliefs, choices and feelings 	<ul style="list-style-type: none"> Dismissive, belittling, judging, talks down, patronising, stereotyping Doesn't consider the impact of their actions or decisions on others
	KINDNESS	<ul style="list-style-type: none"> Helpful, kind, willing, supportive of others, goes out of their way Compassionate and looking out for each other 	<ul style="list-style-type: none"> Rude, aggressive, abrupt, undermining, bullying or harassing Behaviour that harms other people's health or well-being
Pono Integrity	HONEST	<ul style="list-style-type: none"> Clear and transparent about their actions, decisions and reasons 	<ul style="list-style-type: none"> Makes decisions without consulting or talking with those affected
	TRUSTING	<ul style="list-style-type: none"> Believes in other people, gets to know people and their strengths 	<ul style="list-style-type: none"> Micro-manages, blames, displays favouritism, gossips about people
	ACCOUNTABLE	<ul style="list-style-type: none"> Accountable for their own actions, takes initiative, professional Clear about roles and responsibilities, sets reasonable goals 	<ul style="list-style-type: none"> Puts own interests first, displays a "not my job" attitude, unhelpful Undermines or sets people up to fail
Māhira Curiosity	OPEN	<ul style="list-style-type: none"> Inquisitive, questioning, learning, open to new ideas or approaches Approachable, welcomes people, their strengths and experience 	<ul style="list-style-type: none"> Imposes own ideas or biases, makes unfounded assumptions Closed, inflexible, arrogant, dismissive, unavailable
	POSITIVE	<ul style="list-style-type: none"> Brings a positive, enthusiastic attitude to work, smiles, laughter High aspirations, embraces change, tries to improve, finds solutions 	<ul style="list-style-type: none"> Unnecessarily grumpy, moaning or negative Accepts status quo, apathy, ambivalence, "good enough" attitude
	FEEDBACK	<ul style="list-style-type: none"> Actively seeks out feedback as a chance to learn and improve Gives feedback early where needed, even if it is difficult to give 	<ul style="list-style-type: none"> Rejects feedback, argues, criticises, blames Fails to give feedback so others can improve, "walks by" issues
Whakawhānau Community	ENGAGE	<ul style="list-style-type: none"> Listens, is present, actively engaged 	<ul style="list-style-type: none"> Does not listen, is absent, disengaged, self-focused
	COLLABORATE	<ul style="list-style-type: none"> Co-operative, collegial and seeks out input from other people Shares and communicates clearly, involves people in decisions 	<ul style="list-style-type: none"> Silo-working, isolates or excludes people, avoids collaboration Doesn't communicate or share knowledge, doesn't consult others
	ENCOURAGE	<ul style="list-style-type: none"> Ambitious for others to reach their potential, encouraging Notifies and appreciates people for their efforts so they feel valued 	<ul style="list-style-type: none"> Fails to recognise or ignores others' contributions or successes Takes credit without recognising others involved

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Your team's expectations

Discussion: Talk about and agree on the behaviours that work for you as a team.

Defining the behaviours you want in the team makes it easier

		Behaviours we want to see	Behaviours we don't want to see
Mamaakitaka Respect			
Pono Integrity			
Māhira Curiosity			
Whakawhānau Community			

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