## Embedding Collegiality

### Personal Leadership
- I take personal responsibility for my own actions and an active approach towards my development
- I reflect on my own behaviour, actively seek feedback and adapt my behaviour accordingly
- I demonstrate pride, passion and enthusiasm for our University community
- I demonstrate respect and build trust with an open and honest approach

### Working Together
- I work collaboratively and build productive relationships across our University and beyond
- I actively listen to others and communicate clearly and appropriately with everyone
- I take an inclusive approach, value the differences that people bring and encourage others to contribute and flourish
- I proactively work through challenge and conflict, considering others’ views to achieve positive and productive outcomes

### Developing Others
- I help to create an environment that engages and motivates others
- I take time to support and enable people to be the best they can
- I recognise and value others’ achievements, give praise and celebrate their success
- I deliver balanced feedback to enable others to improve their contribution

### Delivering Quality
- I identify opportunities and take action to be simply better
- I plan and prioritise efficiently and effectively, taking account of people, processes and resources
- I am accountable for, tackling issues, making difficult decisions and seeing them through to conclusion
- I encourage creativity and innovation in others to deliver workable solutions

### Driving Sustainability
- I consider the impact on people before taking decisions or actions that may affect them
- I embrace, enable and embed change effectively
- I regularly take account of external and internal factors, assessing the need to change and gaining support to move forward
- I take time to understand our University vision and direction and communicate this to others

---

**Our Southampton Behaviours**
Embedding Collegiality

Working Together
- Work Collaboratively
- Listen & Communicate
- Value Others
- Consider Different Views

Developing Others
- Engage & Motivate
- Support & Enable
- Praise & Celebrate Success
- Give Balanced Feedback

Delivering Quality
- Be Simply Better
- Plan & Prioritise
- Act Decisively
- Create & Innovate

Driving Sustainability
- Consider Each Other
- Embrace Change
- Aim To Improve
- Share The Vision

Personal Leadership
- Take Responsibility
- Seek Feedback
- Pride & Passion
- Open & Honest

Our Southampton Behaviours