

# 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

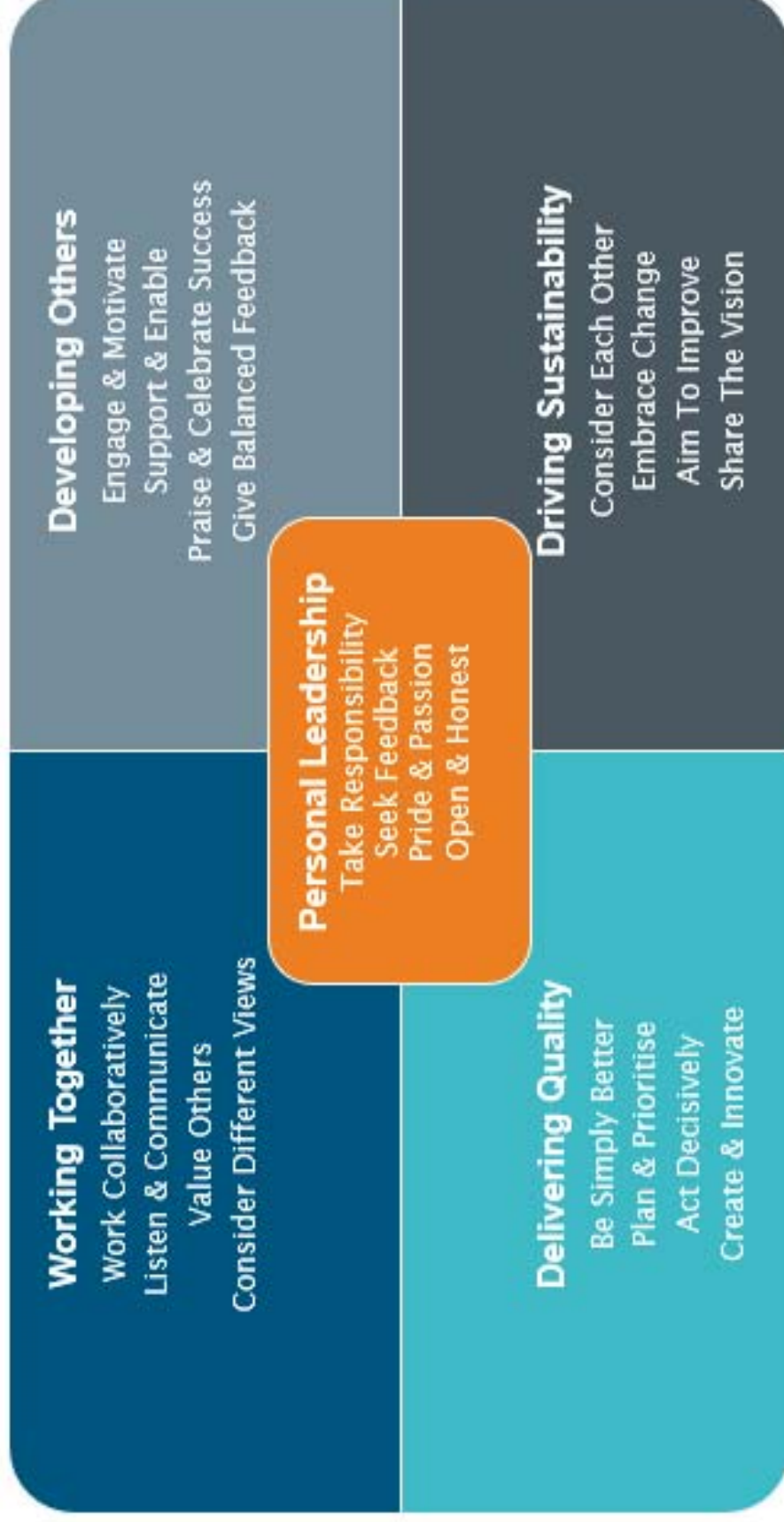
## Delivering Quality

- 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

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## Our Southampton Behaviours