

# Positive Culture Charter

## INTEGRITY

### Meaning

Ethical  
Honest  
Transparent  
Accountable  
Trustworthy  
Respectful  
Kind  
Professional

### Behaviour ✓

Transparency  
Involvement  
Sharing vision  
Trusting  
Actions match words  
Respecting  
Speaking truth  
Valuing  
Follow through

### Behaviour ✗

Manipulation  
Gossip  
Undermining  
Exclusion  
Dishonesty  
Bullying  
Disrespectful  
Bystander  
Taking undue credit

## COURAGE

Advocacy/Support  
Taking risks  
Doing right thing  
Fearless  
Brave  
Try new things  
Speak out  
Outside comfort zone

Boundaries  
Advocating  
Self-reflective  
Honest  
Moral  
Responsive  
Take chances  
Challenging assumptions

Rudeness  
Self-serving  
Sucking up  
Provoking fear  
Turning blind eye  
Resistant  
Aggressive  
Undermining

## INNOVATION

New solutions  
Think/do differently  
Beyond the norm  
Change for better  
Positive impact  
Create  
Test  
Explore

Engagement  
Collaboration  
Evaluation  
Motivation  
Creativity & adaptability  
Flexibility  
Willingness  
Relational

Defensive & Reactive  
Rigidity/Inflexibility  
Mocking  
Self-serving  
Dismissive  
Judgemental  
Status quo

## EXCELLENCE

Strive for best practice  
Strive for best outcome  
Nurturing  
Awareness  
High standard  
Determined  
Critically reflective

Perseverance  
Vision focused  
Mentoring  
Celebrating  
High quality  
Engaging  
Diversity  
Rewarding

Short cuts  
No follow through  
Non commitment  
Opting out  
Faking it  
Comfort Zone  
Minimum standards  
All or nothing thinking