



Teamwork

We work together to achieve common goals, sharing skills and knowledge to support each other.

Expected	Desirable	Aspirational
These must be demonstrated by all of us.	All of us should try to demonstrate these.	These are required by those who would like to progress into senior/managerial roles.
We work with our colleagues and clients investing time in building sustainable working relationships.	We encourage group working and interdepartmental cooperation to achieve goals.	We support colleagues development, suggesting areas for improvement, demonstrating patience when faced with challenges.
We celebrate team and colleagues successes and encourage a positive culture.	We involve others in decision making processes, garnering opinion and considering before outcomes.	We are able to share control and responsibility to benefit the business.
We react positively to feedback from others and offer our opinion when required.	We share knowledge and skills to help develop others.	We inspire others to work as a team.
We advocate working together and share our time for the benefit of the business.		We develop external relationships to aid the business through learning, support and expertise to continually improve.

Unacceptable Behaviour

- You work to your own agenda not as part of a team.
- You are obstructive or unhelpful to colleagues in need of assistance.
- You use your status and seniority to disrupt or disregard colleagues suggestions.
- You are judgemental of others and not open to building relationships.
- You are rude or unhelpful to customers or colleagues.
- You are unwilling to consider colleagues opinions or suggestions.