

## Academic Services Values Statements

Value	Descriptor	Team Values Statement	What will we hear each other say, and see each other do, as we live this value?	What will our stakeholders hear us say and see us do?
<b>Authenticity</b>	Working in, with and for the communities in which we are based, we are responsive to their needs and champions for transformative education and research. In doing so we act ethically, transparently and with generosity of spirit.	<p>Within our team, we will be true to ourselves</p> <p>We will apply our unique experiences, skills and knowledge collectively for the betterment of the Academy and JCU</p> <p>We work in the service of the University We deliver on our promises</p>	<p>We will create a community of inclusivity and honest communications</p> <p>We will be true and collegial</p> <p>We will share our knowledge with each other</p> <p>We will support each other</p> <p>We will maintain an open-mind</p>	<p>We will be transparent and open in all that we do</p> <p>We will engage with stakeholders with open mindedness</p> <p>We will seek advice from our colleagues and subject matter experts</p> <p>We will demonstrate open communications with everyone we interact with</p> <p>People will see us respectfully questioning our preconceived ideas</p>
<b>Excellence</b>	Our global reputation for cutting-edge research and education is built in equal parts on our responsiveness to the unique characters of the places in which we work and our commitment to excel in everything we do.	<p>We will be present, engaged and well prepared for all our interactions.</p> <p>We understand our role and place in ensuring the future success of the Academy.</p>	<p>We regular review and evaluate our processes</p> <p>We are open to understanding our community's needs</p> <p>We are committed to a culture of excellence</p> <p>We are proactive and strive for continuous improvement</p>	<p>People will see us focusing on continuous improvement</p> <p>We openly collaborate and cooperate with all stakeholders</p> <p>We celebrate and share our successes</p> <p>We debrief and self-reflect</p>
<b>Integrity</b>	We hold ourselves to the highest standards of professional and scientific conduct. We are proactive in identifying and acting on barriers to inclusiveness and diversity in all aspects of university life.	<p>We will always act honestly and in the best interests of JCU, its staff and students.</p> <p>As leaders we recognise the need to behave ethically and to do the 'right thing' at all times.</p> <p>We are consistent and transparent in our decision making, treating everyone fairly at all times.</p>	<p>We are transparent and consistent in the service we provide</p> <p>We work for the best outcome of our students</p> <p>We are professional in all that we do</p> <p>We build trust among our teams</p> <p>We are open to feedback</p>	<p>We deliver what we say we will deliver</p> <p>Actively support our stakeholders in our actions and behaviours</p> <p>We demonstrate reliability and consistency</p> <p>People will see us actively supporting our colleagues</p> <p>We own our mistakes</p>
<b>Respect</b>	JCU fosters a respectful environment for robust debate and a diversity of ideas, engaging our staff and students in a supportive, culturally respectful and connected community of higher learning.	<p>We understand that we 'set the tone' for JCU; a respectful and open workplace culture starts with us.</p> <p>We have a deep regard of the contribution of all our staff and students to the university</p> <p>Everyone in our community has the right to be treated with respect at all times</p>	<p>We respect each other's opinions, differences, cultural and individual beliefs</p> <p>We listen and acknowledge each other</p> <p>We will work collaboratively, not competitively</p> <p>We treat people with dignity and respect</p> <p>We respect the skills and experience we all bring</p>	<p>All voices are equally understood and appreciated</p> <p>We have a safe environment to interact and allow each other space to communicate</p> <p>We share a common goal and work together</p> <p>We display courtesy, empathy and kindness</p> <p>We make the effort to get to know what experience and skills we can share and we engage with our experts</p>