



Introducing 'Our Behaviours' into conversations

We want to support all of our workforce to **be best they can be**. Our Behaviours provide a framework for understanding the expectations required from all of our employees to support the cultural change and transformation of the organisation.

Our Behaviours include a range of descriptors that are clear and specific about the kind of behaviours that need to be demonstrated in our day to day roles.

It is really important that these behaviours are being role modelled and discussed regularly to improve performance and service delivery to our customers.



So how can you introduce them into conversations with your teams?

1

Firstly, put it on the agenda at a Team Meeting -

perhaps break it up and focus on a different Behaviour at each Team meeting?



2

Share Our Behaviours -

put them up on the big screen, share the video of Corporate Board on our SPP page or maybe share some printed copies.



3

Follow it up with some discussion

of what it means for you as individuals and as a team in your day to day roles



Here are some suggested questions to focus your conversation:

What do you know about 'Our Behaviours'?
What do they mean to you in your role/our team?
How do they translate in our business area?
How do we /can we 'bring them to life'?
Which most and least resonate with you in your day to day role?
How do we currently demonstrate these behaviours, and how do we want to?
What impact do they have on you/us and your/our work?

Why not try what Older Peoples Team North & South did at their team meeting - [click here to find out more](#)

The important thing is to keep the conversation alive, bring Our Behaviours into your regular performance conversations, use them to provide regular and meaningful feedback and don't wait for the annual appraisal!