

Core behaviours



Be customer focused

Put customers and the district at the heart of what we do. Listen to them and focus on delivering high-quality services that support their needs.



Be creative

Constantly look for new, innovative and creative ways to improve what we do. Bring all ideas forward because no idea is a silly idea.



Be adaptive and flexible

Welcome new ideas and support new initiatives. Understand how you need to adapt to different people, situations and changes at the council.



Lead, motivate and develop

Identify where development is needed and make sure it happens. Help identify individual talent in each other and work together to build capabilities to be part of a highly-skilled, high-performing and motivated team.



Empower and take responsibility

Empower those around you to use their skills and experience to deliver council services. Take responsibility for your own actions and decisions. Use your initiative to find an answer to a problem.



Work together

Work constructively with other people, not only in your direct team but across the council and with outside organisations. Working closely with other teams will help build skills and knowledge for everyone.



Be supportive

Appreciate that everyone is different and treat them fairly and equally, letting others know you're there for them if they need or want your support. Always listen and actively consult others. Give honest feedback.