

# #TeamIWC Core behaviours framework

## Trust

**Transparency** – Share information openly and honestly whenever you can.

**Reliability** – Follow through on commitments and promises.

**Integrity** – Act ethically and uphold the Isle of Wight Council's values.

**Respect** – Value diverse perspectives and treat others with dignity.

### Examples:

- Team meetings are a good place to update colleagues and check out your communications with customers.
- Admit mistakes and take steps to correct them and learn from them.
- Respect confidentiality and privacy of information – make sure you know the rules!

## Empowerment

**Delegation** – Assign tasks with clear expectations and trust in others' abilities.

**Support** – Provide resources and guidance to help others succeed.

**Encouragement** – Be part of a culture where new ideas are welcomed and explored.

**Autonomy** – Make decisions that you are required to make.

### Examples:

- Join at least one council network with colleagues across the council.
- Provide constructive feedback to colleagues and ask for it from them.
- Think through solutions rather than present problems.

## Accountability

**Responsibility** – Own your actions and their outcomes. Know your policies and use them.

**Consistency** – Maintain high standards in all tasks and interactions.

**Feedback** – Give and receive feedback constructively.

**Commitment** – Show dedication to achieving goals and meeting deadlines.

### Examples:

- Agree clear goals and track progress regularly with your manager during regular one to ones.
- Address issues promptly and professionally.
- Recognise where others' accountability or priorities might be different to your own by finding out about the work of different teams.

## Motivation

**Inspiration** – Lead by example and inspire others through your actions.

**Recognition** – Share your achievements and efforts.

**Engagement** – Collaborate, work together with colleagues, talk first rather than email.

**Growth** – Pursue continuous learning and development.

### Examples:

- Use team meetings, one to ones and communication channels to share success stories and highlight team achievements
- Create a positive and energetic work environment with a supportive culture.
- Take time for personal and professional learning and growth. Everyone has protected learning time of half a day a month as a minimum.

# #TeamIWC Leadership behaviours framework

## Trust

**Transparency** – Communicate openly and honestly with your team.

**Reliability** – Be dependable and consistent in your actions and decisions.

**Integrity** – Uphold ethical standards and lead by example.

**Respect** – Show genuine respect for all team members and their contributions.

### Examples:

- Share strategic plans and decisions with the team explaining where their work fits in.
- Follow through on commitments and promises.
- Address issues and conflicts with honesty and fairness.
- Encourage a culture of mutual respect and trust where constraints are acknowledged as well as opportunities.

## Empowerment

**Delegation** – Delegate tasks effectively, providing clear expectations and trust.

**Support** – Offer the necessary resources and support for team members to succeed.

**Encouragement** – Foster an environment where new ideas are welcomed and valued.

**Autonomy** – Allow team members the freedom to make decisions and take ownership of their work.

### Examples:

- Assign challenging projects to team members and trust them to deliver.
- Provide mentorship and coaching to help team members grow.
- Recognise and celebrate innovative ideas and solutions.
- Encourage team members to take initiative and make decisions.

## Accountability

**Responsibility** – Take ownership of your actions and their outcomes.

**Consistency** – Maintain high standards and lead by example.

**Feedback** – Provide constructive feedback and be open to receiving it.

**Commitment** – Demonstrate dedication to achieving goals and meeting deadlines.

### Examples:

- Set clear performance expectations and hold yourself and your team accountable.
- Address performance issues promptly and constructively.
- Foster a culture where feedback is seen as an opportunity for growth.
- Show commitment to the team's success and wellbeing.

## Motivation

**Inspiration** – Inspire and motivate your team through your actions and words.

**Recognition** – Acknowledge and celebrate the achievements and efforts of your team.

**Engagement** – Show enthusiasm and commitment to your work and the team's goals.

**Growth** – Encourage continuous learning and development for yourself and your team.

### Examples:

- Share your vision and goals to inspire and align the team.
- Recognize and reward team members for their hard work and achievements.
- Create a positive and energetic work environment.
- Ensure your team members are able to prioritise professional and personal development.