The SportAus Way Behaviours Guide  April 2020

<table>
<thead>
<tr>
<th>BEHAVIOUR</th>
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| Lead the way | We provide strategic direction and share the organisational story to help our teams connect to strategic goals. We take an enterprise wide approach and are accountable for outcomes. | - We provide clear direction and articulate what success looks like  
- We set a positive tone and create a culture of performance  
- We champion diversity and care for our people through listening and sharing information  
- We make the tough decisions and are accountable for delivery | RESPECT  
INTEGRITY  
TEAMWORK  
EXCELLENCE |
| Show the way | We provide direction through delegating to others and setting clear expectations for delivery. | - We clarify the link between strategy and team priorities  
- We motivate, equip and enable the team to perform  
- We provide constructive feedback and co-design the way forward  
- We address performance issues quickly and effectively | RESPECT  
INTEGRITY  
TEAMWORK  
EXCELLENCE |
| Build supportive relationships | We establish and maintain values-based, caring and respectful relationships that build team spirit and trust. | - We actively seek opportunities to support team members and recognise their contributions  
- We genuinely listen and are able to adjust our behaviour to enhance positive working relationships  
- We behave ethically, treat each other fairly and are polite at all times  
- We call out when we don't see the SportAus Way in action | RESPECT  
INTEGRITY  
TEAMWORK  
EXCELLENCE |
| Relate and communicate with confidence | We build meaningful stakeholder relationships and networks to support the achievement of outcomes. We make a positive personal impression and communicate in a clear and timely way. | - We build and maintain rapport with stakeholders  
- We communicate and negotiate with clarity and confidence  
- We understand our context to help inform our stakeholder engagement  
- We structure and communicate information clearly, with evidence and in language the audience understands | RESPECT  
INTEGRITY  
TEAMWORK  
EXCELLENCE |
| Embrace change and display resilience | We don’t just ‘tolerate’ change - we actively embrace the opportunities it presents. We maintain composure and productivity under pressure as the organisation evolves. | - We adapt quickly to changes in work priorities or circumstances  
- We manage our emotions effectively in difficult, ambiguous or stressful circumstances  
- We handle constructive feedback calmly and commit to action  
- We appreciate diverse perspectives and points of view | RESPECT  
INTEGRITY  
TEAMWORK  
EXCELLENCE |
| Adopt a growth mindset | We place high value on the importance of personal drive to achieve outcomes and progress professionally. | - We show drive and focus in working towards organisational outcomes and goals  
- We seek out stretch and development opportunities to support professional growth  
- We invite feedback to evaluate and improve performance  
- We look for opportunities to apply what we have learned | RESPECT  
INTEGRITY  
TEAMWORK  
EXCELLENCE |
| Make evidence based decisions | We create or refer to evidence to inform insights and actions. | - We analyse evidence rather than solely relying on instinct or experience  
- We take our constraints into account when generating workable solutions  
- We test and prototype ideas with peers to validate and evolve a solution  
- We recognise key trends and relationships and use them to inform strategy | RESPECT  
INTEGRITY  
TEAMWORK  
EXCELLENCE |
| Find smarter ways of working | We find out ‘what great looks like’. We are future focussed and committed to continuous improvement and innovation. | - We look ahead to anticipate future needs of the organisation and are willing to try new things  
- We reflect on our work and capture lessons learned  
- We work with others to seek out information on best practices and innovative approaches  
- We respond to emerging issues and continuously improve the approach | RESPECT  
INTEGRITY  
TEAMWORK  
EXCELLENCE |
| Take action and deliver | We translate strategy and ideas into actions that meet stakeholder needs. | - We translate organisational priorities into meaningful action plans  
- We ensure plans are flexible and can pivot to meet our changing priorities  
- We focus on producing work that meets stakeholder requirements and expectations  
- We get things done on time, within budget and to the expected quality standard | RESPECT  
INTEGRITY  
TEAMWORK  
EXCELLENCE |