

# The SportAus Way Behaviours Guide April 2020

	BEHAVIOUR	DESCRIPTION	ACTIONS	VALUES
HOW I LEAD AND MANAGE OTHERS	<b>Lead the way</b>	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.	<ul style="list-style-type: none"> <li>- We provide clear direction and articulate what success looks like</li> <li>- We set a positive tone and create a culture of performance</li> <li>- We champion diversity and care for our people through listening and sharing information</li> <li>- We make the tough decisions and are accountable for delivery</li> </ul>	
	<b>Show the way</b>	We provide direction through delegating to others and setting clear expectations for delivery.	<ul style="list-style-type: none"> <li>- We clarify the link between strategy and team priorities</li> <li>- We motivate, equip and enable the team to perform</li> <li>- We provide constructive feedback and co-design the way forward</li> <li>- We address performance issues quickly and effectively</li> </ul>	
HOW I RELATE AND RESPOND	<b>Build supportive relationships</b>	We establish and maintain values-based, caring and respectful relationships that build team spirit and trust.	<ul style="list-style-type: none"> <li>- We actively seek opportunities to support team members and recognise their contributions</li> <li>- We genuinely listen and are able to adjust our behaviour to enhance positive working relationships</li> <li>- We behave ethically, treat each other fairly and are polite at all times</li> <li>- We call out when we don't see the SportAus Way in action</li> </ul>	
	<b>Relate and communicate with confidence</b>	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.	<ul style="list-style-type: none"> <li>- We build and maintain rapport with stakeholders</li> <li>- We communicate and negotiate with clarity and confidence</li> <li>- We understand our context to help inform our stakeholder engagement</li> <li>- We structure and communicate information clearly, with evidence and in language the audience understands</li> </ul>	
	<b>Embrace change and display resilience</b>	We don't just 'tolerate' change - we actively embrace the opportunities it presents. We maintain composure and productivity under pressure as the organisation evolves.	<ul style="list-style-type: none"> <li>- We adapt quickly to changes in work priorities or circumstances</li> <li>- We manage our emotions effectively in difficult, ambiguous or stressful circumstances</li> <li>- We handle constructive feedback calmly and commit to action</li> <li>- We appreciate diverse perspectives and points of view</li> </ul>	
	<b>Adopt a growth mindset</b>	We place high value on the importance of personal drive to achieve outcomes and progress professionally.	<ul style="list-style-type: none"> <li>- We show drive and focus in working towards organisational outcomes and goals</li> <li>- We seek out stretch and development opportunities to support professional growth</li> <li>- We invite feedback to evaluate and improve performance</li> <li>- We look for opportunities to apply what we have learned</li> </ul>	
HOW I DELIVER	<b>Make evidence based decisions</b>	We create or refer to evidence to inform insights and actions.	<ul style="list-style-type: none"> <li>- We analyse evidence rather than solely relying on instinct or experience</li> <li>- We take our constraints into account when generating workable solutions</li> <li>- We test and prototype ideas with peers to validate and evolve a solution</li> <li>- We recognise key trends and relationships and use them to inform strategy</li> </ul>	
	<b>Find smarter ways of working</b>	We find out 'what great looks like'. We are future focussed and committed to continuous improvement and innovation.	<ul style="list-style-type: none"> <li>- We look ahead to anticipate future needs of the organisation and are willing to try new things</li> <li>- We reflect on our work and capture lessons learned</li> <li>- We work with others to seek out information on best practices and innovative approaches</li> <li>- We respond to emerging issues and continuously improve the approach</li> </ul>	
	<b>Take action and deliver</b>	We translate strategy and ideas into actions that meet stakeholder needs.	<ul style="list-style-type: none"> <li>- We translate organisational priorities into meaningful action plans</li> <li>- We ensure plans are flexible and can pivot to meet our changing priorities</li> <li>- We focus on producing work that meets stakeholder requirements and expectations</li> <li>- We get things done on time, within budget and to the expected quality standard</li> </ul>	

**RESPECT**  
We are open and we listen. We actively seek out new ideas and perspectives. We build each other up.

**INTEGRITY**  
We do the right thing. We are honest and transparent. We own our successes and failures.

**TEAMWORK**  
We share knowledge and ideas. We help each other. We adapt and move forward.

**EXCELLENCE**  
We find smarter ways of working. We grow from our mistakes. We pursue our strategy with every action.