



Charles Sturt  
University

# Values in action



Insightful



Inclusive



Impactful



Inspiring

Our reason for being

# Yindyamarra Winhanganha

the wisdom of respectfully knowing how  
to live well in a world worth living in



## Values in action



We're clear about  
how our behaviours  
contribute to achieving  
our ethos.



We're inspired, confident  
and empowered to  
embrace our behaviours.



We commit as a  
team to aligning all  
our actions with  
our values.

### Value statements influence behaviour, enable decisions and create boundaries.

Our values guide our behaviour and ways of working at Charles Sturt University to help us achieve our ethos of creating a world worth living in. We can clarify and 'make real' what living our values involves by asking the following questions.

- What behaviours matter most to me?
- What matters most to us as a team?
- How do we want to be known by others?

We use the answers to these questions to shape our daily interactions, performance goals and development conversations, and to foster a culture of recognition and appreciation. In doing so, we take collective responsibility for lifting performance, delivering on strategy and bringing our brand promise to life to elevate Charles Sturt as a university of first choice for our students, staff, stakeholders and communities.

### Our responsibilities

**Code of Conduct:** Standards of conduct expected of all employees.

**Staff generic responsibilities:** General and management responsibilities.



## Insightful

Understanding people  
and the world

Understanding why people think or behave the way they do. What their underlying attitudes, beliefs and motivations are. Not just taking words or actions at face value, but digging deep to understand the **why** in addition to the **what**.

### Respectful

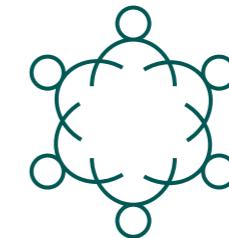
To be insightful we respect one another's opinions.  
It means we are perceptive and look to uncover more.

- We approach relationships with compassion, kindness, curiosity and humility.
- The wellbeing, health and safety of each other, our students and our communities matter more than anything.
- We act in a professional manner and are open to constructive feedback.
- We value diversity and promote equity and inclusion.
- We're environmentally responsible and act in the best interest of the university and our communities.

### Perceptive

- We seek to understand others and work together to achieve a common goal.
- We're clear and agreed about our goals and actions.
- We use understanding and insight to make informed and fair decisions.
- We look to accept and take ownership of decisions, ensuring there is transparency, consistency and fairness.
- We acknowledge success and each others' achievements.

If we behave in an insightful way, then we will make our students and peers feel like we are knowledgeable, wise and open-minded.



## Inclusive

Stronger together

Involving others because we are stronger together. Meaning we behave in a manner that is both accessible and versatile.

### Accessible

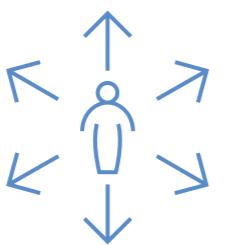
Being inclusive means our students, peers and communities feel that we are easy to work with, approachable and warm.

- We're open to opportunities and approach them with agility and purpose.
- We look for ways to understand and exceed the expectations of our students, each other and our communities.
- We promote a workplace that is authentic, sincere and supportive by listening, communicating and working together.
- We exchange open and honest feedback and focus on simplicity, clarity and improvement.

### Versatile

- We take a genuine interest in people and share our knowledge to build a wide base of skills and experience.
- We express appreciation for good work and share our success.
- We seek to be a positive influence on others around us.
- We're proud of our unique locations.
- We celebrate our difference.
- We foster relationships with our communities in order to create opportunities.
- We adapt our approach to get the best outcomes.
- We're willing to change our views when shown a better way.

Being inclusive will make our students and peers feel that we are easy to work with, warm and welcoming.



## Impactful

Outcome driven

To be impactful, we need to focus on outcomes and on behaving in a consistent and constructive manner.



## Inspiring

Leading for the future

To be inspiring we need to demonstrate how we lead for the future. We need to be rigorous in our thinking and creative in our approach.

### Consistent

We want our students, peers and the members of our communities to feel that we are practical, have useful solutions and put students first.

- We focus on our students to understand their motivations, and we seek to exceed expectations every time.
- We clarify roles and expectations and communicate decisions to each other and our students.
- We set high standards and hold each other accountable for agreed commitments.
- We use well-defined strategies to work towards common goals.
- We encourage innovation and creativity by being agile and resilient in our approach.

### Constructive

- We produce high-quality work in a timely and efficient manner.
- We look for ways to improve and have the courage to pursue new ideas or opportunities that have a lasting impact.
- We consider the impact of our decisions on each other, our students, the environment and our communities.
- We communicate our appreciation to those who give their time, advice and support.

We want our students, each other and the members of our communities to feel that we are practical, have useful solutions and put students first.

### Rigorous

We want students and peers to feel that we are imaginative, reliable and leading the way.

- We do the right thing, even if no one is looking.
- We begin every interaction by listening deeply and seeking to understand.
- We inspire our students and communities, by creating teaching, research and graduate outcomes we can be proud of.
- We provide the right opportunities for students to maximise their potential, realise their dreams and contribute to their community.
- We care about outcomes and strive to do things the right way.

### Creative

- We have a clear view of the future and delight in bringing our purpose to life.
- We create engaging environments for our students where their passion for learning can thrive.
- We seek opportunities to make improvements that have a lasting impact.
- We encourage new ideas, approaches and insights that solve issues and inspire better ways of doing things.
- We embrace change as an opportunity to improve and grow.

We want our students and each other to feel that we are leading the way, with imagination and purpose.



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→ [about.csu.edu.au/our-university/ethos/our-values](http://about.csu.edu.au/our-university/ethos/our-values)

The Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) Provider Number for Charles Sturt University is 00005F.  
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