

CSU VALUES IN ACTION



Insightful



Inclusive



Impactful



Inspiring



Our ethos:

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



CSU Values in Action

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

Th!nk,

We are clear about how our behaviours will contribute to achieving our ethos

Feel,

We feel inspired, confident and empowered to embrace the behaviours

Do

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

Our Responsibilities

Code of Conduct: standards of conduct expected of all employees

Staff generic responsibilities: general responsibilities and management responsibilities for all employees



Insightful

Understanding people and the world

Understanding why people think the way they do 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

Perceptive

**What does this look like in practice? It means 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 are environmentally responsible and act in the best interest of the university and our communities
- + We seek to understand others and work together to achieve a common goal
- + We are each 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 can behave in an insightful way, then we will make our students and each other feel like we are knowledgeable, wise and open minded.



Inclusive

Stronger together

Involving others to allow us to be stronger together. Meaning we behave in a manner that is both accessible and versatile.

Accessible

Versatile

In doing this our students, peers and communities will feel that we are easy to work with, approachable and warm.

- + We are open to opportunities and approach them with agility and purpose
- + We look for ways to understand and exceed 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
- + 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 impact on others around us
- + We celebrate our difference. We're proud of our unique locations
- + We foster relationships with our communities that create opportunities
- + We flex and adapt our approach to get the best outcomes
- + We are willing to change our views when shown a better way

In doing this, we will make our students and each other 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.

Consistent

Constructive

We want our students, peers and 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 motivation and seek to exceed expectations every time
- + We clarify roles and expectations and communicate decisions to each other and our students
- + We set high standards for each other and hold each other responsible
- + We work towards a well-defined common goal and strategy
- + We encourage agile and resilient approaches to innovation and creativity by being agile and resilient in our approach
- + 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 members of our communities to feel that we are practical, have useful solutions and put students first.



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.

Rigorous

Creative

**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 and create degrees we can be proud of
- + We provide the right opportunities for students to maximise their potential, realise their dreams and contribute to the community
- + We care about outcomes and will strive to do things the right way
- + We have a clear view of the future and delight in bringing our purpose to life
- + We create engaging environments for our students where the passion for learning can thrive
- + We seek opportunities to make improvements that have a lasting impact
- + We encourage the development of new ideas, approaches and insights that solve issues and inspire better ways
- + 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, imaginative and solid.**



For more information

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