



Charles Sturt
University



Values in Action



Inclusive



Insightful



Inspiring



Impactful

Our reason for being

Yindyamarra winhanganha – the wisdom of respectfully knowing how to live well in a world worth living in.

Our Charles Sturt behaviours



Feel

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



Think

We're clear about how our behaviours help us achieve our ethos.



Do

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

Our value statements were developed in collaboration with our staff. The Values in Action framework guides how we interact, fostering a positive work environment where we can achieve academic excellence, drive innovation and contribute to a world worth living in.

We hold behavioural expectations for our four core values: **Inclusive, Insightful, Inspiring, and Impactful**. We can clarify and bring these values to life by asking the following questions:

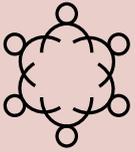
- What behaviours matter most to me?
- What matters most to us as a team?
- How do we want to be known by others?

The answers to these questions shape our daily interactions, performance goals and development conversations, and foster a culture of recognition and appreciation. We take collective responsibility for lifting performance, delivering on strategy and becoming Australia's leading regional university.

Our Values in Action reinforce the responsibilities and standards of conduct expected of all staff as outlined in our Code of Conduct.







Inclusive

Being Inclusive

Becoming stronger together

We:

- prioritise safety and wellbeing, creating a supportive workplace
- foster an inclusive environment where every voice is heard, respected, and valued
- collaborate across teams and disciplines to solve challenges and innovate through diverse ideas
- take a genuine interest in people, sharing knowledge to build a wide range of skills and experiences
- take pride in our unique locations
- approach relationships with compassion, kindness, curiosity, and humility.

We are not:

- passive in our communities – we engage, connect, and make a difference
- limited by our differences – we celebrate diversity as a strength
- hesitant to celebrate achievements – we recognise dedication and collective success.

We believe in collaboration, inclusivity and adaptability, fostering a positive environment where everyone feels empowered to contribute and succeed. Together, we create an environment of respect, where we are easy, warm and welcoming.





Insightful

Being Insightful

Understanding people and the world

We:

- act professionally, embracing constructive feedback for growth
- respect diverse opinions and listen without judgement
- communicate with authenticity, purpose, and transparency
- listen deeply and seek to understand in every interaction
- foster dynamic learning environments that promote growth and curiosity
- champion lifelong learning, seeing every challenge as an opportunity to grow.

We are not:

- afraid to be curious, ask questions, or challenge assumptions
- indifferent to the needs of those around us or the world we live in
- reluctant to go above and beyond to make a positive difference.

We believe in curiosity and continuous learning, fostering an environment where people feel informed and valued. Being insightful means we are knowledgeable, wise and open-minded. Together, we create a culture of learning and shared success.





Inspiring

Being Inspiring

Leading for the future

We:

- act with integrity, even when no one is looking
- envision the future and take pride in bringing our purpose to life
- drive meaningful change by seeking lasting improvements
- foster innovation through agility, resilience and openness to new ideas
- lead by example, inspiring and empowering others to act
- make fair, transparent, and well-informed decisions.

We do not:

- resist change with pessimism
- shy away from the opportunity to lead with imagination and purpose
- discourage others from change or trying new ideas that may drive meaningful improvement.

Being inspiring means leading the way with vision, fairness and integrity and a commitment to empowerment. By fostering innovation, embracing change and creating meaningful opportunities, we inspire those around us and build a better future.





Impactful

Being Impactful

Driven by outcomes

We:

- prioritise our students, understanding their needs and exceeding expectations
- set high standards and hold ourselves accountable
- work strategically towards our shared goals
- maintain a proactive, service-minded approach for reliability and consistency
- inspire students and communities through impactful teaching, research and graduate outcomes.
- act responsibly toward the environment and our communities
- foster self-awareness, understanding how our impact on others shapes our environment.

We are not:

- unclear about decisions, expectations, or roles – our actions are aligned
- reluctant to take ownership, ensuring consistency and accountability
- working in silos – we collaborate and recognise our collective impact.

We are committed to delivering meaningful, high-quality outcomes that positively impact our students, colleagues, and communities. Being impactful means taking responsibility and maintaining a student-centred, results-driven mindset. We hold ourselves accountable and work responsibly to drive success.





Inclusive



Insightful



Inspiring



Impactful



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