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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Belief statement: I believe that people in my group will perform at their best when they feel supported, valued and safe** | | | | | | | |
| * I communicate openly and authentically | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I provide direct help and support | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I actively encourage appropriate behaviours | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I provide the necessary resources, authority and support to do their job | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I share information regularly | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I show appreciation and recognition | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

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| **Belief statement: I believe that people in my group will perform at their best when they feel connected and part of a ‘team’** | | | | | | | |
| * I open up decision-making and information in the team | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I create opportunities for team members to work on projects and problems together | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I work on the ‘team’ to build a sense of ‘we’ | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I proactively manage conflict within the team | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I cultivate personal connectedness within the team | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

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| **Belief statement: I believe that people in my group will perform at their best when they are learning, growing and developing** | | | | | | | |
| * I plan for and actively support development | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I provide new challenges and responsibilities | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I provide opportunities to learn from / teach others | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I champion experimentation and improvement | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I provide coaching and developmental feedback | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

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| **Belief statement: I believe that people in my group will perform at their best when they feel empowered to act and work autonomously** | | | | | | | |
| * I provide opportunities for empowerment | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I set clear boundaries | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I encourage people to ‘take responsibility’ | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I shore up the authorising environment | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I provide coaching and support | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

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| **Belief statement: I believe that people in my group will perform at their best when they are clear about roles, expectations and accountability** | | | | | | | |
| * I explain organisational context and how their work fits | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I build understanding of team purpose and role | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I help individuals to understand their role | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I set and maintain high standards of performance and regularly have conversations about this | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I provide guidance on priorities | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

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| **Belief statement: I believe that people in my group will perform at their best when they feel they are engaged in doing purposeful and meaningful work** | | | | | | | |
| * I recognise the contribution that individuals are making | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I provide challenges and help people make progress in their work | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I reinforce the importance of people’s work | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I align individual aspirations with team and organisational goals | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| * I understand individual’s goals and aspirations | 1 | 2 | 3 | 4 | 5 | 6 | 7 |