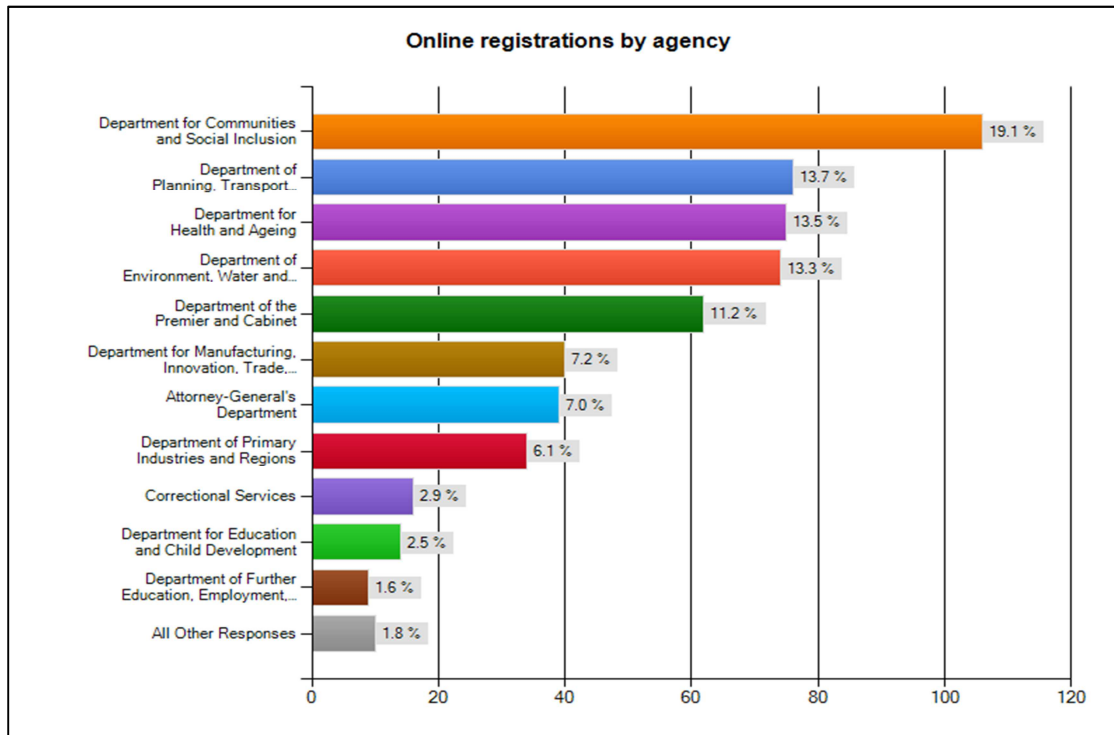


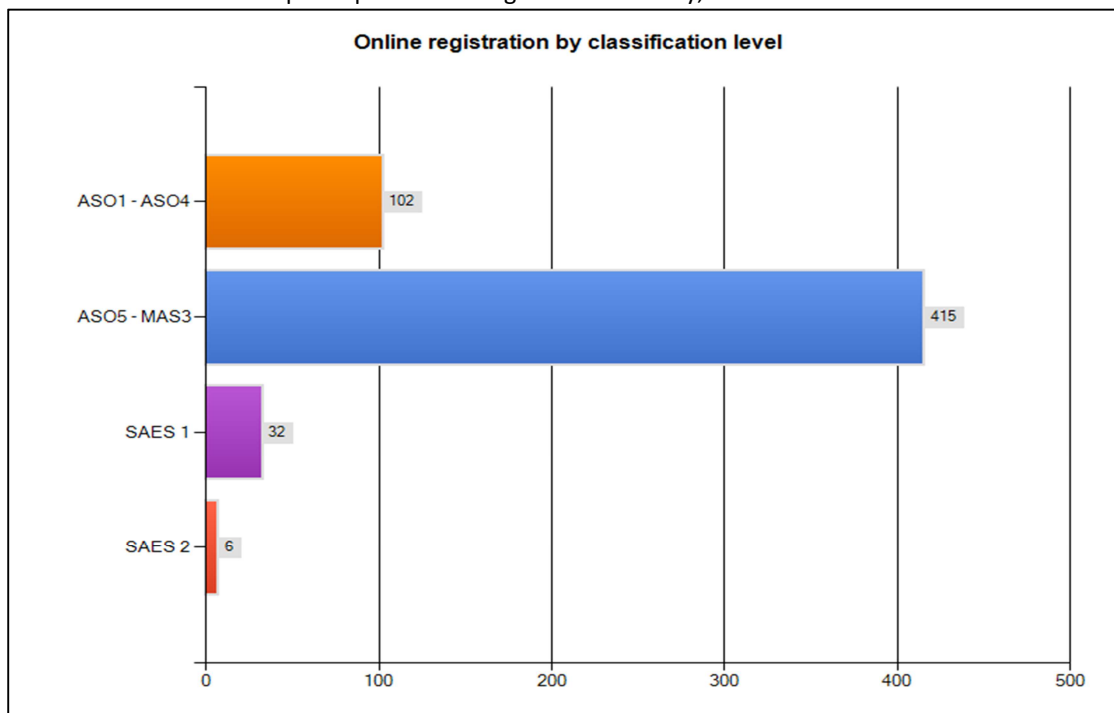
Public sector values and behaviours engagement: voting outcomes to 29 April 2013 on draft values and behaviours framework

Who participated?

- Over 600 public servants have contributed to the values conversation, online, through the workshops or both.



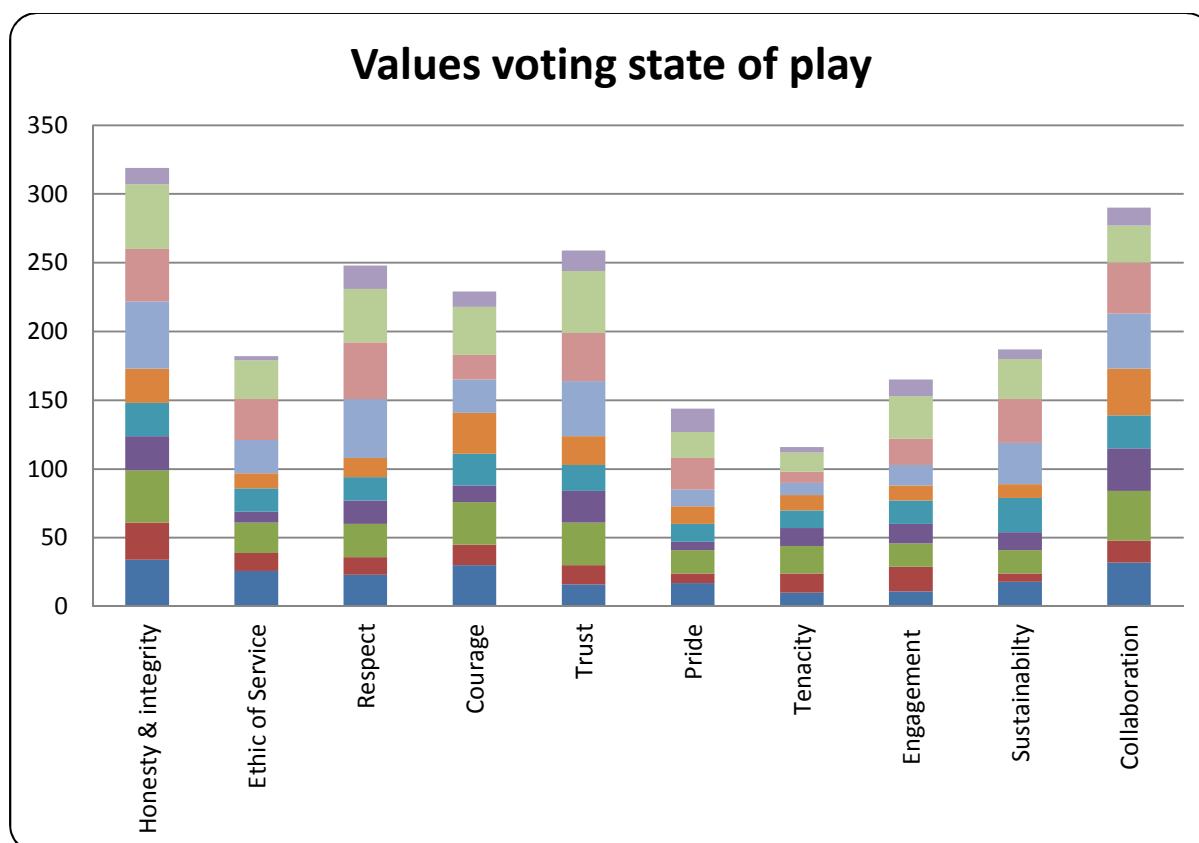
Please note: A number of participants were registered manually, and are not reflected in this chart.



Please note: This includes 70 participants with classifications not described under the Administrative stream.

Values voting state of play

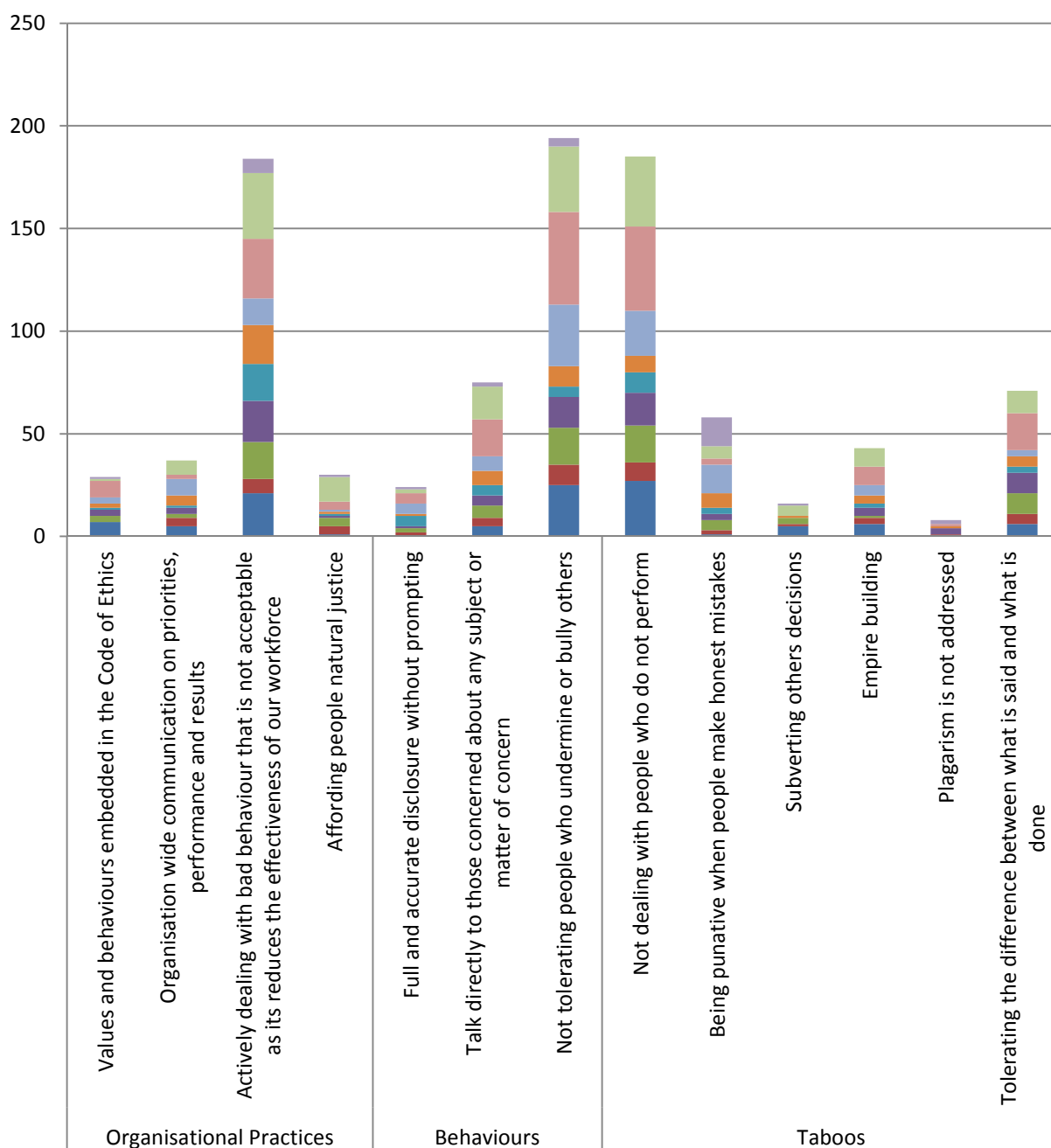
- At the conclusion of ten workshops, **Honesty & Integrity** and **Collaboration** remain the most highly rated by participants. Other values ranked in the top five are **Courage, Trust and Respect**.
- Ethic of **Service, Sustainability** and **Engagement** have increased their rankings, with **Pride** and **Tenacity** rating consistently lower; a number of comments noted the language and/or intent of the values wasn't clear.
- Demonstrating key areas of importance to the participants, the most consistently and highly ranked operational practices, behaviours or taboos across, were:
 - Behaviours are modelled at all levels of the organisation
 - Actively dealing with bad behaviour that is not acceptable as it reduces the effectiveness of our workforce
 - Not tolerating people who undermine or bully others
 - Not dealing with people who do not perform
 - Bringing out the best in people through good leadership, good people management and making the wellbeing of all staff a priority
 - Minimising unnecessary bureaucracy and being flexible how we problem solve
 - Community partnerships are encouraged and the service design is open to external expertise
 - We assume we know and understand what the citizen and business want
 - Create a culture that embraces and rewards innovation and creativity



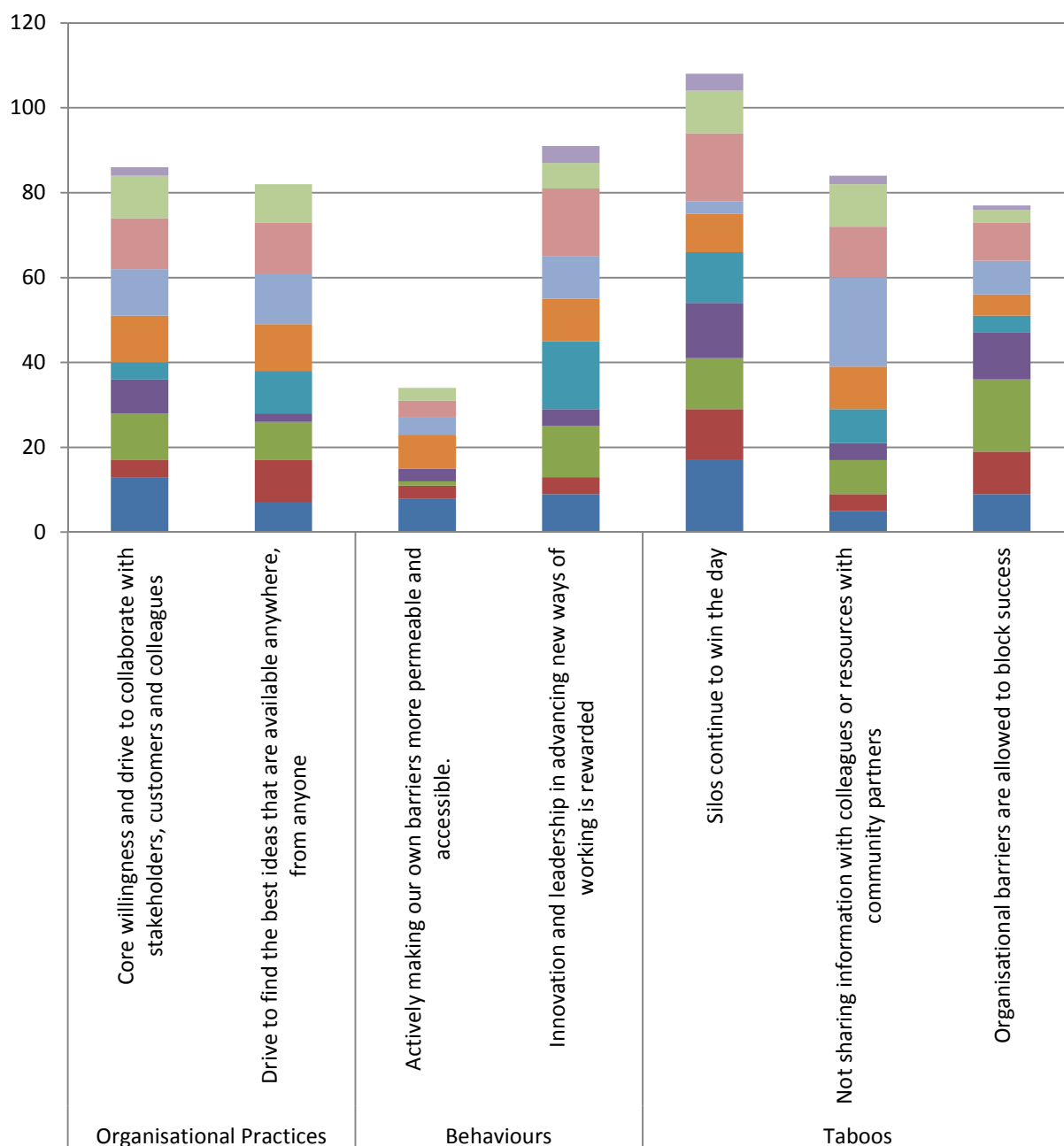
Workshop	Votes	Workshop	Votes
Primer 8 March		22 April PM	
21 March		29 April PM	
5 April AM		11 April – Port Augusta	
5 April PM			
8 April AM			
8 April PM			
15 April AM			

Operational practices, behaviours and taboos votes as of 29 April

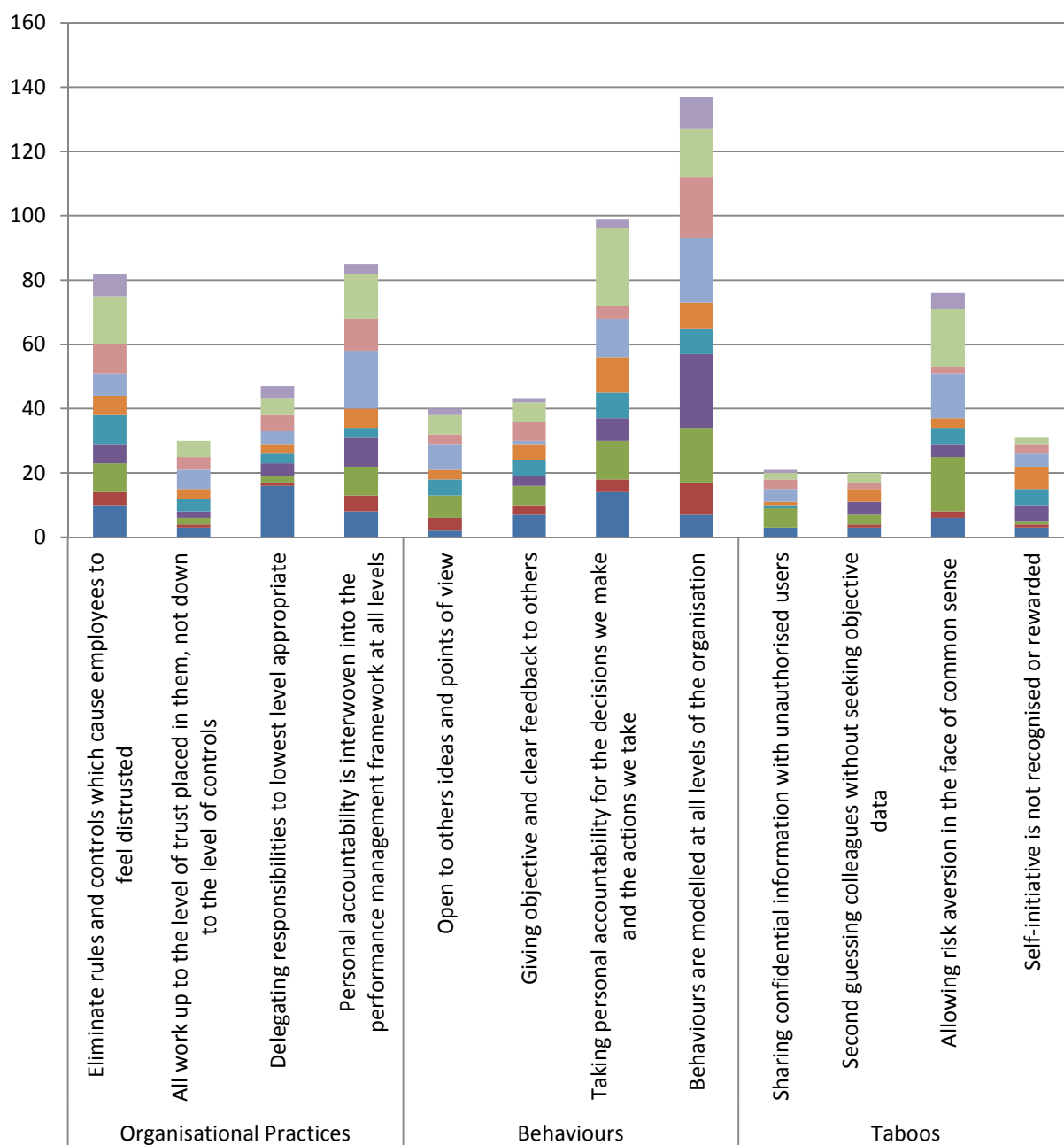
Honesty & integrity



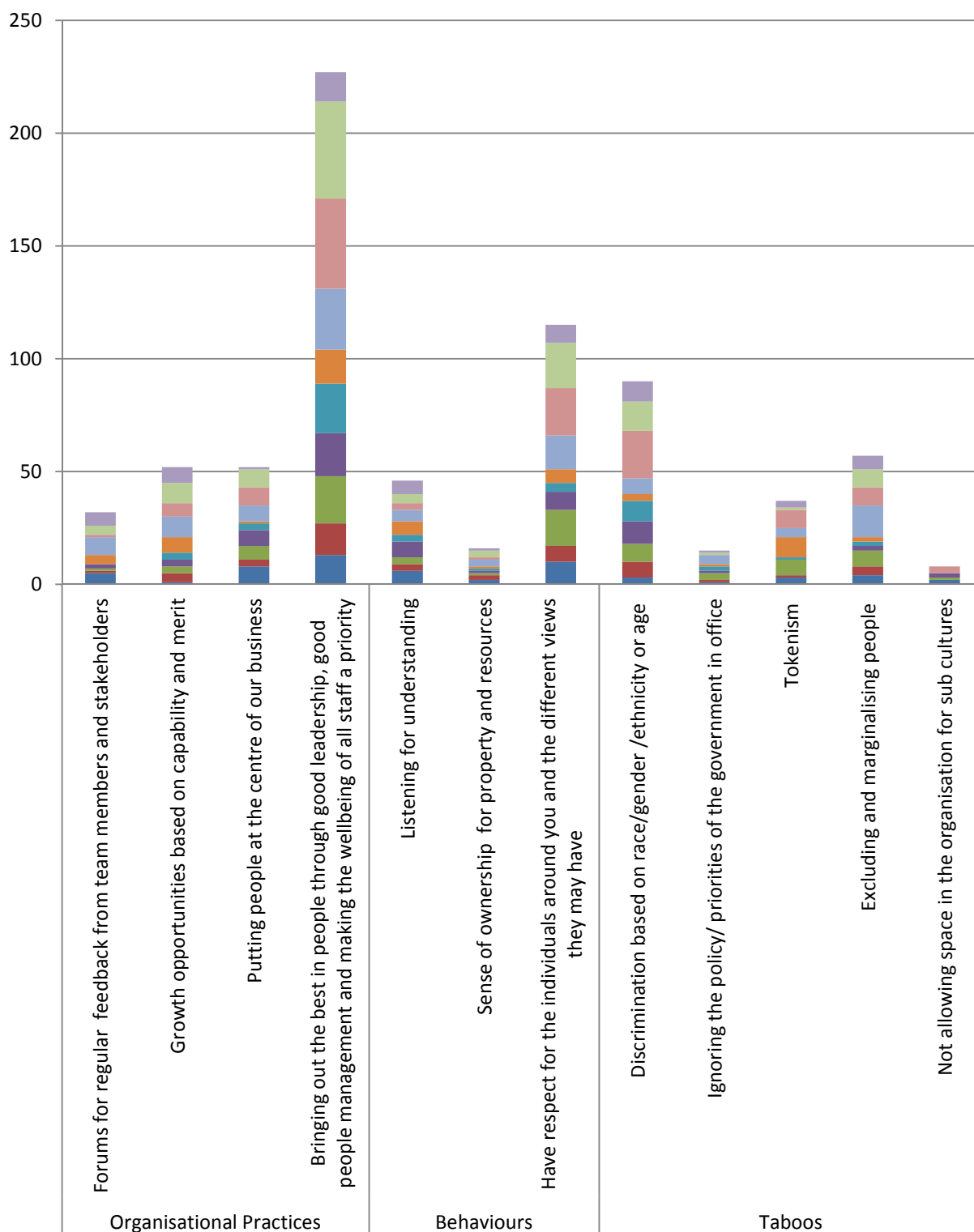
Collaboration



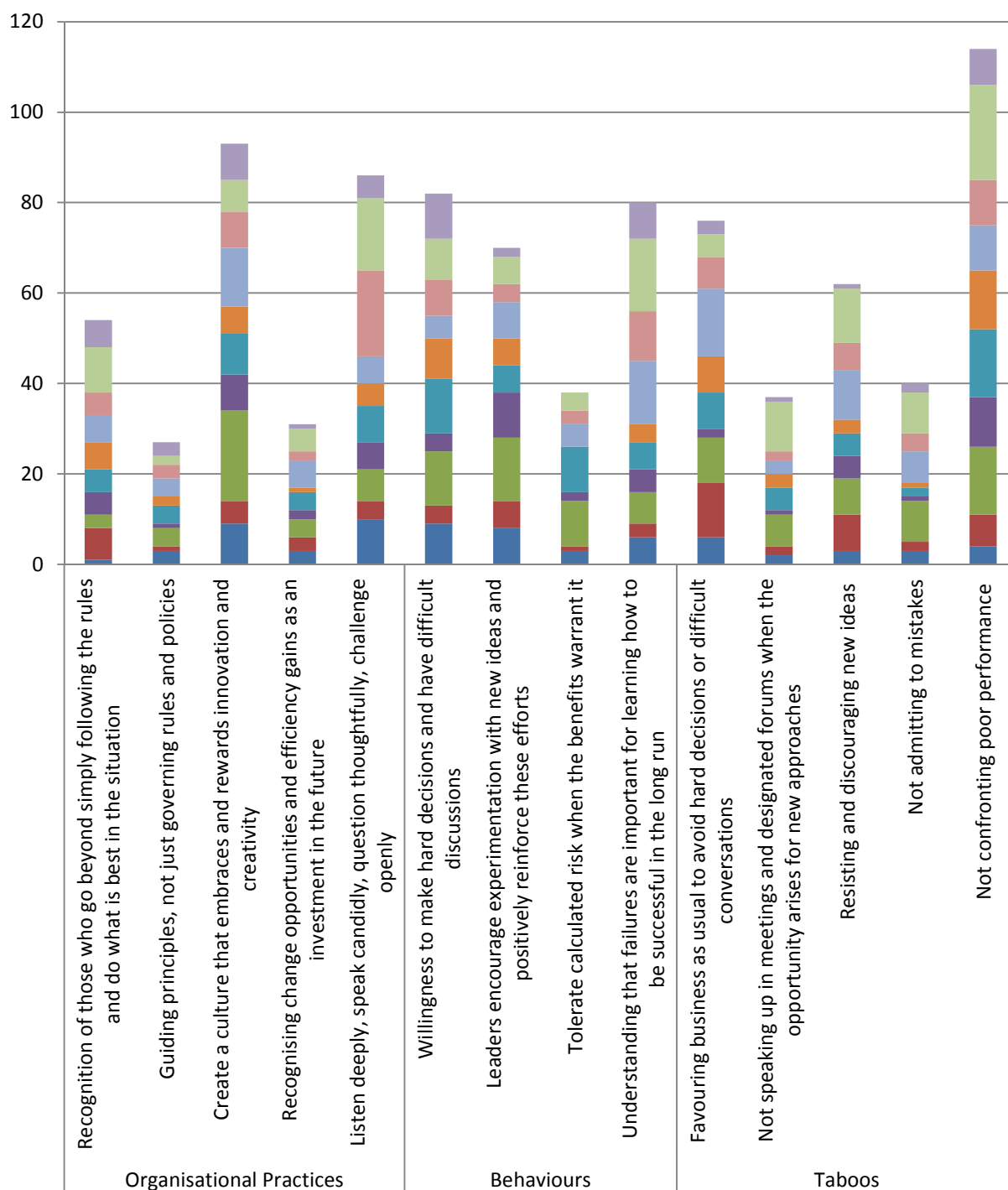
Trust



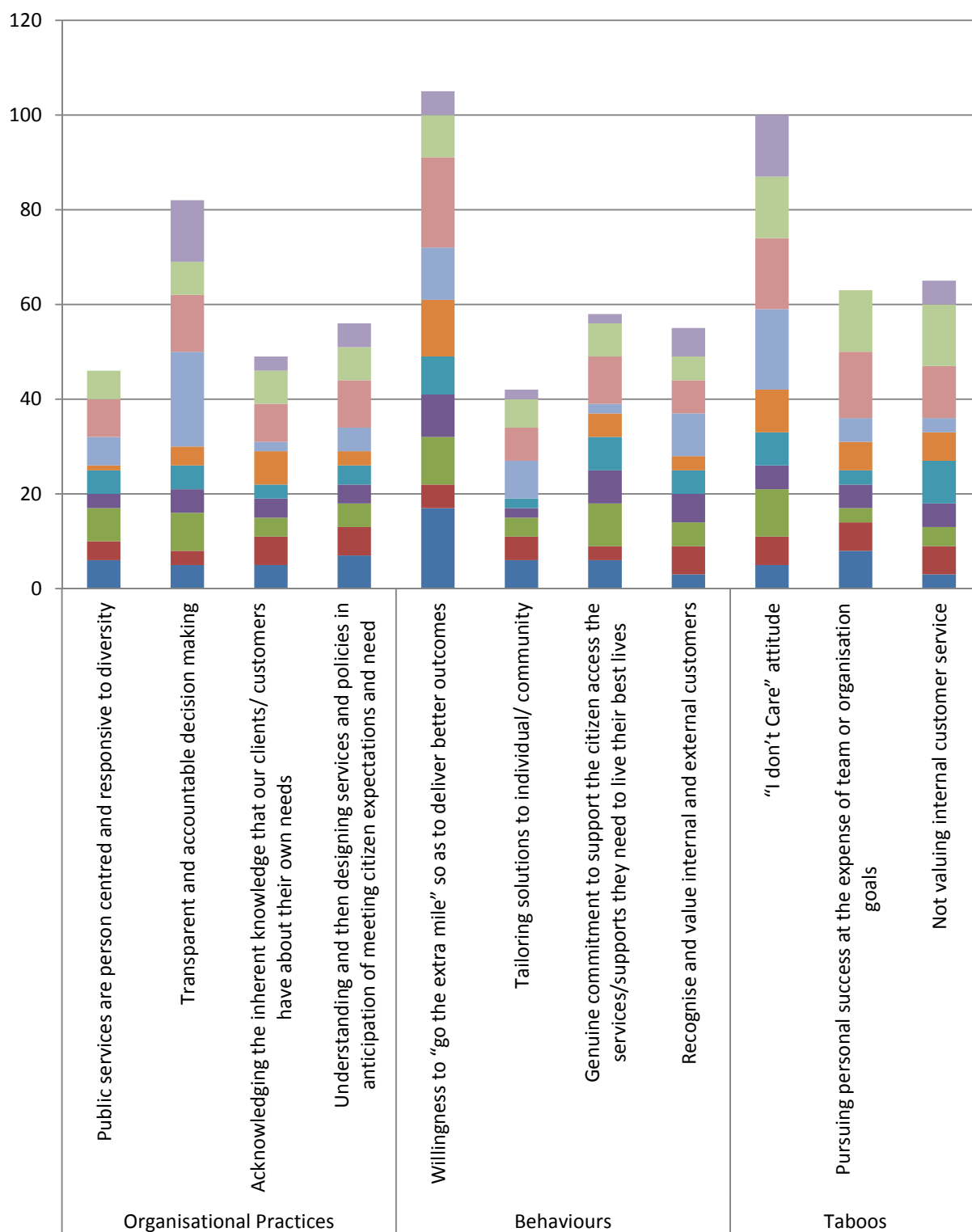
Respect



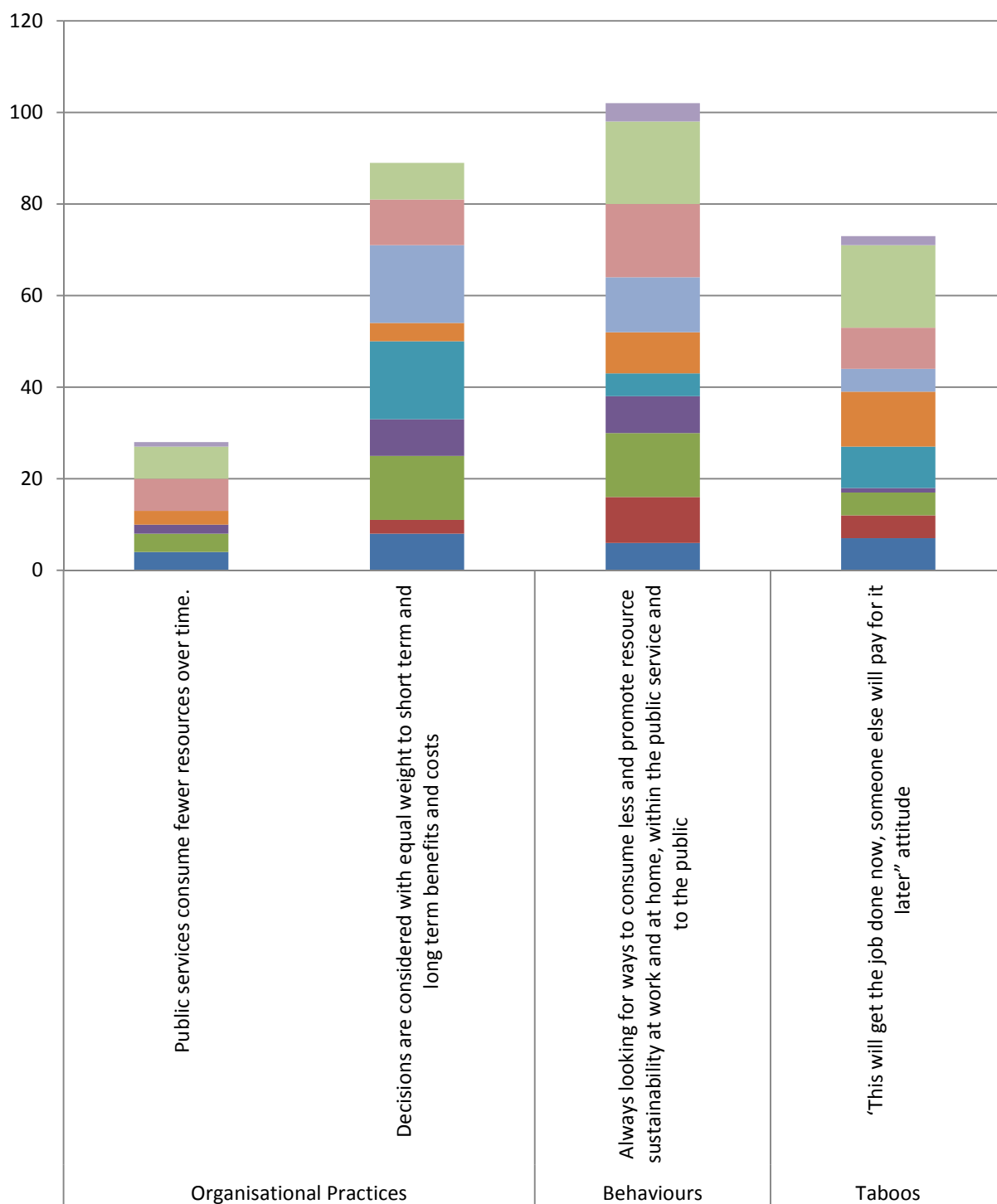
Courage



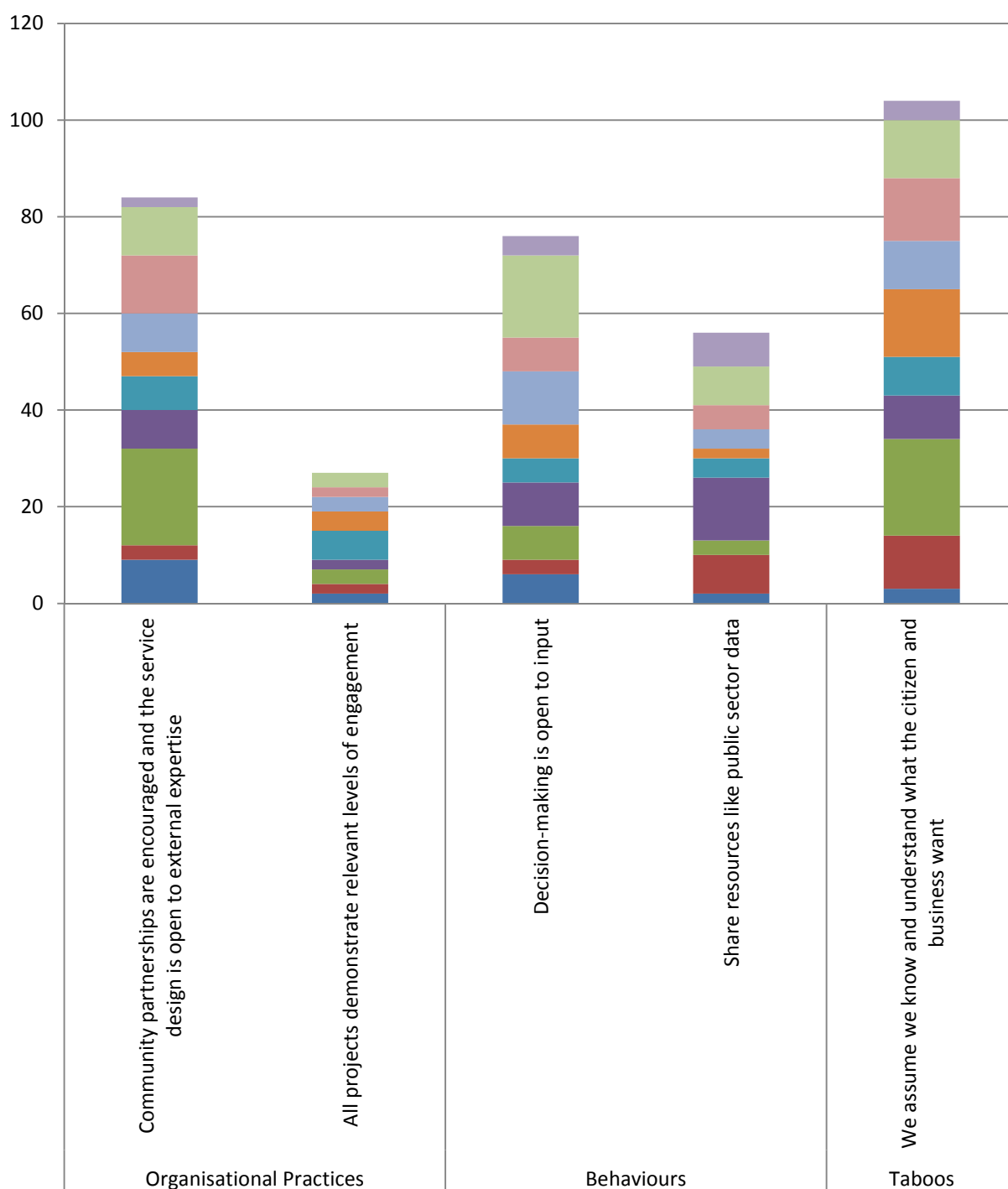
Ethic of Service



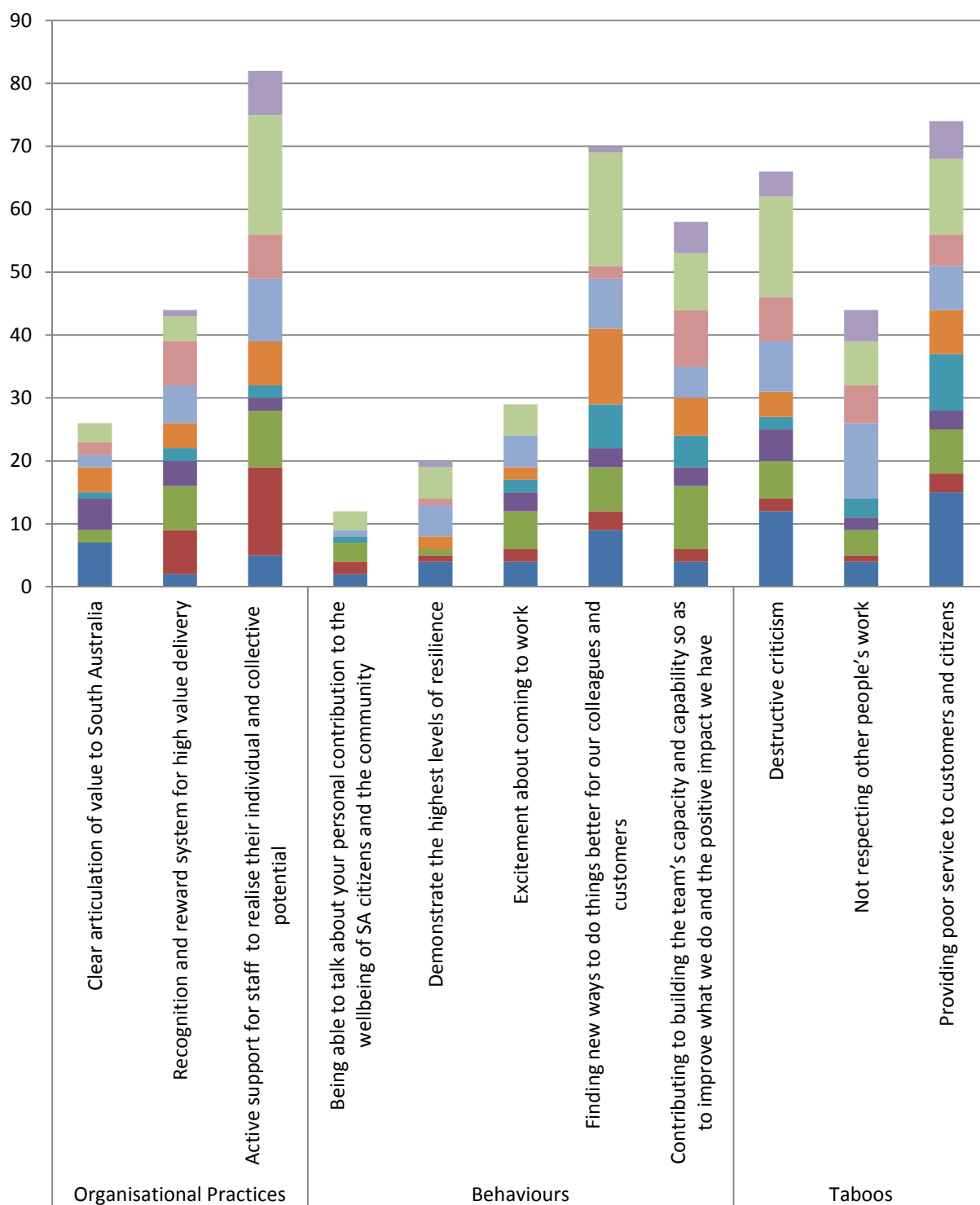
Sustainability



Engagement



Pride



Tenacity

