



Living Our Values Through Our Behaviours



The shared values of the Agency are lived through behaviours. The whole Agency has joint responsibility for all of these behaviours, as everyone is both a team member and a leader from time to time.

This document outlines what the behaviours look like for individuals. Other materials, such as the Values and Behaviours Toolkit, take an organisational view of our behaviours.

What our culture looks like and what it doesn't look like

We respect multiple perspectives.

We seek, value and embed multiple views in everything we do.

We are professional and act with integrity.

We are bold and make decisions backed by evidence.

We invest in each other's success.

We ensure that everyone is given the opportunity to shine.

We are authentic.

We are honest, share the right information, and are brave in giving feedback.

We deliver with purpose.

We are focused on delivering the Government's agenda to improve the lives of Aboriginal and Torres Strait Islander people.

As a team member I will:

- Help create a culturally safe workplace for all staff regardless of cultural origin
- Value the input of all staff
- Build and maintain relationships with our stakeholders
- Be curious and encourage broad thinking
- Recognise and draw from strength in our diversity

As a leader I will:

- Ensure the needs of Indigenous communities are taken into account in our decision-making
- Build an environment where all staff can thrive

I will not:

- Accept tokenism in the way the views of staff and stakeholders are treated
- Discount the diverse experiences of others

As a team member I will:

- Build my expertise to deliver on the priorities of the government
- Test my ideas to improve my work
- Acknowledge my own and other biases
- Help evaluate the impact of my work to assess its effectiveness

As a leader I will:

- Hold myself and others to account
- Show humility when my ideas are contested
- Explain my decisions and their rationale

I will not:

- Display favouritism and/or preferential treatment
- Discriminate or be biased on the basis of culture, ethnicity, age, gender identity, sexuality, disability and/or time in the job

As a team member I will:

- Acknowledge the work of others
- Connect my colleagues with people and resources to support them
- Help create space for others to take on challenges

As a leader I will:

- Invest in, develop and support staff
- Be visible and acknowledge the work of others

I will not:

- Shout, talk over or otherwise display rude or aggressive behaviour
- Walk past a colleague in need of help

As a team member I will:

- Be genuine and self aware
- Consult because I value the views of others
- Share as much information as I can
- Provide timely and honest feedback to help people and processes improve
- Conduct myself with empathy

As a leader I will:

- Give regular and actionable feedback, and be open to receiving the same
- Consult instinctively and communicate meaningfully
- Explain when I cannot share information

I will not:

- Unnecessarily withhold information
- Consistently not provide explanation

As a team member I will:

- Focus on the Government's priorities to improve the lives of Indigenous Australians
- Talk about how I can deliver rather than why I can't
- Prioritise outcomes and respect due process
- Strive for excellence
- Respect and develop new ideas

As a leader I will:

- Maintain a clear line of sight with the Indigenous people and communities we serve
- Keep my staff informed of the government's priorities and what it means for their roles
- Nurture new ideas — be bold and intellectually curious

I will not:

- Accept constant negativity or disengagement
- Accept consistent underperformance
- Use bureaucratic processes and behaviours as an excuse for not delivering results