

# Our Culture

how we work - how we lead - how we engage

"Our students and our colleagues are our partners with a shared vision, where care is the focus"

## We all commit to:

- Involve students and colleagues in decision making where possible
- Share information with our students and colleagues
- Embrace diversity, appreciate different perspectives and empower others
- Timely resolution of conflict
- Practice self and team reflection and strive for excellence
- Celebrate our own and each other's success
- Promote and embed the Nexus vision between Teaching, Research, and Practice

"We all have a responsibility to lead and make a positive difference"

## Great leaders in our College:

- Embrace diversity and demonstrate inclusive, culturally sensitive and open-minded leadership
- Are supportive and encouraging, while also being able to make timely decisions and have difficult conversations
- Have high levels of self-awareness and understand their impact on those around them
- Strive for excellence by identifying areas for change and supporting their team to achieve great outcomes
- Proactively collaborate across our College, encouraging information sharing and open discussions
- Are generous with their time to help nurture others to reach their potential
- Act as ambassadors of the College and University

"We embrace a culture of care and prioritise wellbeing through these healthy work habits"

## We all need to:

- Take breaks to relax and recharge during the day and take leave when needed
- Be considerate and support others so we can all switch off in our personal time
- Embrace flexibility, change and challenges
- Encourage an inclusive environment with consideration for others' circumstances
- Regularly check in with colleagues - have caring conversations (R U OK)
- Speak to our supervisor if feeling overloaded and needing support
- Put self-care strategies in place and openly discuss with our supervisor and colleagues
- Notice and value each others contributions

"The standard you walk past is the standard you accept"

## We all commit to:

- Give and receive constructive and respectful feedback
- Build trusted relationships
- Be supportive and uplifting of colleagues
- Promote a environment where everyone feels safe, valued and respected
- Be open to challenges, new activities and opportunities
- Generate positive energy and find opportunities to have fun!

We acknowledge the Traditional Owners and Custodians of the lands on which our campuses are located, and honour Elders past and present. We commit to creating an environment that is safe for Aboriginal and Torres Strait Islander peoples that focuses on shared respect, shared meaning and shared knowledge.