

BirdLife Australia's Values and Behaviours

Value	What it is	Looks like this...	Doesn't look like this...
Passion	We bring people together around a love of nature	<ul style="list-style-type: none"> Being committed and engaged Being inspired, enthusiastic and motivated Believe in saving birds and anything is possible Loving what you do Want to work for and with BirdLife Australia 	<ul style="list-style-type: none"> Being negative and pessimistic Declining supporters Supporters becoming disengaged
Excellence	Science and knowledge is at the centre of everything we do	<ul style="list-style-type: none"> Consistently meeting standards Going the extra mile Setting high standards and protecting science and knowledge Being rigorous in decision making Communicating expectations, being factual and transparent Complying with the standards expected of their role Focusing on continuous improvement and learning 	<ul style="list-style-type: none"> Cutting corners or called out and affecting reputation / credibility Tolerating poor performance Shying away from challenges Lack of adherence to standards Not communicating expectations Not open to change or learning
Leadership	We empower and inspire people to lead with courage and purpose	<ul style="list-style-type: none"> Have clear goals and bring people together to achieve a common purpose Demonstrating the values in everything you do Develop and build relationships between everyone to achieve goals Passionate about achieving goals and creates an environment where people can perform Providing flexible solutions Embracing challenges and change Being positive and making a difference 	<ul style="list-style-type: none"> Not communicating the vision/ mission in a coherent and inspiring way Not upholding the values Show little visible planning and direction and provide little or no direction Avoids team issues Doesn't tackle difficult issues Do not bring people along on the journey Being risk averse Creating barriers to change Withholding information Taking credit for other peoples' work

Value	What it is	Looks like this...	Doesn't look like this...
Collaboration	We embrace diversity and work in partnership with mutual respect	<ul style="list-style-type: none"> Working together to get things done Trusting each other and not afraid to ask for help People openly sharing their knowledge and skills Listening, being polite and respectful of each other Celebrating debate and difference Giving and receiving feedback constructively Believing that everyone has a part to play and will follow through on commitments Do what you say you will do Working as one team Allowing others to play a role Accepts responsibility for actions Respectful communication 	<ul style="list-style-type: none"> Passing the buck Is always 'right' and will not acknowledge mistakes Going it alone and being single minded Letting the team down Not listening and being arrogant Being disrespectful and Ignoring others when they ask for help or share an idea Taking people for granted Failing to invest time in others
Integrity	Our success is based on experience, honesty, trust and fairness	<ul style="list-style-type: none"> Ethical behaviour Going into things with good intent Doing the right thing Following through on commitments Being reliable Having the courage to be honest and trustworthy Keeping each other honest Transparency around decision making processes 	<ul style="list-style-type: none"> Passing the buck Going it alone Showing a lack of care Telling people what they want to hear Backstabbing Not trusting others Inaction Treating people unfairly Being untrustworthy Engaging in malicious gossip
Impact	We think globally, lead nationally and act locally	<ul style="list-style-type: none"> Having a "can do attitude" Proactively identify opportunities / solutions to make a difference Persists in the face of resistance Challenges the status quo Builds support for change 	<ul style="list-style-type: none"> Look for barriers rather than opportunities Having a "glass half empty attitude" All talk and no action Does not empower people

birds are in our nature