

Core Values Campaign



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Over 600 members of staff engaged in the Core Values Campaign and shared their thoughts on what our Core Values should be:

- Nearly 500 took part in the 'Coffee, Cake and Core Values' events and in management workshops.
- Over 100 filled in the online questionnaire.
- From a list of proposed values, staff were asked to rank them in terms of importance.
- Staff were also invited to suggest their own values.
- A list of the top ten values is contained overleaf. A final set of four/five values will be drawn from this list.



Top Ten Values:

Integrity

Professional

Excellence

Inclusive

Innovative

Respect

Pride

Collaborative/Connected

Inspiring

Ambitious



What do the values mean?

Staff were asked to describe what each value means to them and to explain them in other words.

The following slides contain word clouds and some of the descriptions for the values.



It's our future

Play your part



It's our future

Play your part

Integrity





Integrity

- Honesty and reliability across all colleagues. Seeing integrity embedded in the University would develop a more open and pleasant atmosphere among colleagues. Integrity brings trust, pride in work.
- Taking responsibility for our impact.
- Leading by real example; commitment to our people, work and values; respect and honesty.
- Being honest about what and why we do things; doing the right things.
- Work to support each other, honest and transparent in our dealings.

Professional

It's our future

Play your part



It's our future

Play your part



Professional

- To care about the work we do and provide the best service we can.
- Staff having a commitment to and pride in their work.
- Having integrity, being honourable and striving for highest standards.
- We must lead by example.
- Doing the right thing the right way.

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Excellence





Excellence

- Striving to be the best in all that we do.
- Doing the best we can with drive, ambition and a desire to succeed.
- Pride in achievements, striving for the best practice and results, delivering quality of experience and an ethos of reflection and improvement.
- High ambition and confidence to be world-leading.
- Should be at the core of everything we do for each other, for students and visitors.



It's our future

Play your part



It's our future

Play your part

Inclusive





Inclusive

- Everyone feels 'part of it'.
- All staff feeling valued and being able to express their opinions.
- Making all staff feel they are contributing something worthwhile.
- Openness to others and others' ideas is vital.
- Queen's as a place for all in society with the ambition to success.



It's our future

Play your part



It's our future

Play your part

Innovative





Innovative

- Looking for new ways to move forward.
- Reflecting, planning, risk taking and acting in new ways to improve how we work and the outputs of that work.
- Not afraid to try new things, rewarding people who take risks, encourage small innovations.
- Valuing change and equipping staff to lead and handle it - at all levels.
- To be creative, always coming up with new, better ideas.



Respect

- Valuing and empowering people – respect is a two way process and must be earned by showing respect.
- We should all have respect for each other, take on board everyone's opinions and work collaboratively to achieve Vision 2020. This includes teamwork and inclusivity.
- Certain ways of how we treat each other, how we speak to each other. Treating each other how we'd like to be treated ourselves.
- Respect people when they take a risk and get it wrong – encourages creativity.
- We should respect the students who have invested in us, and encourage them to respect one another.