



COMPANY VALUES



WE ENABLE:

We are committed to actively accommodating individual needs, embracing diversity and difference, and removing barriers to encourage participation.

An enabling person is someone who...

- Works with each person to identify their individual needs
- Supports others in their endeavours
- Attempts to improve themselves
- Uses knowledge of individual needs & strengths to facilitate learning, communication, & participation
- Constantly looks for solutions
- Uses individual strengths to 'set people up for success'
- Is committed to discovering someone's potential

An enabling person is someone who does not...

- Insist on a particular communication style
- Give up on people
- Label people with limits
- Expect people to conform



WE ARE OPEN:

We listen and learn from each other.
We are flexible and adapt to different circumstances.

An open person is someone who...

- Welcomes feedback and practices self-evaluation
- Listens to other's ideas
- Encourages creativity
- Respects differences of opinion
- Encourages everyone to contribute
- Is willing to consider new ways of doing things
- Adapts to unforeseen circumstances

An open person is someone who does not...

- Shoot down ideas
- Insist on one way
- Throw in the towel/give up



WE ARE GUTSY:

We are courageous and push ourselves to grow.
We are wholeheartedly invested in everything that we do.

A gutsy person is someone who...

- Pushes themselves & others to grow, but not to breaking point
- Is willing to step out of their comfort zone & try new things
- Takes on challenges - big and small
- Passionately advocates for an understanding or belief
- Is passionate about their work
- Recognises vulnerability in others and supports them in their challenges
- Supports others in their vulnerability/when they are vulnerable (taking on new challenges/risks)

A gutsy person is someone who does not...

- Force people to do something they are not comfortable with
- Force people to push themselves to breaking point/exhaustion/meltdown/burn-out
- Try to take on too much, particularly when the work can be delegated
- Ignore the value of compromise



WE ARE POSITIVE:

We focus on strengths

A positive person is someone who...

- Creates a positive environment
- Celebrates achievements/milestones
- Is solution-focused/sees problems as challenges to be overcome
- Uses positive language

A positive person is someone who does not...

- Use deficit language
- Focus on problems (not problem-focused)
- Put people down



WE VALUE INTEGRITY:

We are honest, transparent,
and trustworthy

A person with integrity is someone who...

- Is responsible
- Adheres to required regulations (inc. company values)
- Meets commitments
- Admits their mistakes
- Encourages others to open and honest
- Acknowledges the limits of their expertise
- Maintains I CAN's reputation
- Asks for help when needed

A person with integrity is someone who does not...

- Withhold important information
- Act inappropriately
- Avoid responsibility



WE BUILD NETWORKS:

We work at a grassroots level
to build effective and supportive local communities.

A person who builds networks is someone who...

- Encourages individual and group autonomy
- Fosters a sense of group identity and belonging
- Supports and provides encouragement to one another
- Seeks to build connections (encourages friendships)
- Works as part of a team
- Seeks support and help when needed
- Maintains good communication between working groups
- Collaborates

A person who builds networks is someone who does not...

- Try to do everything themselves
- Create division/s