

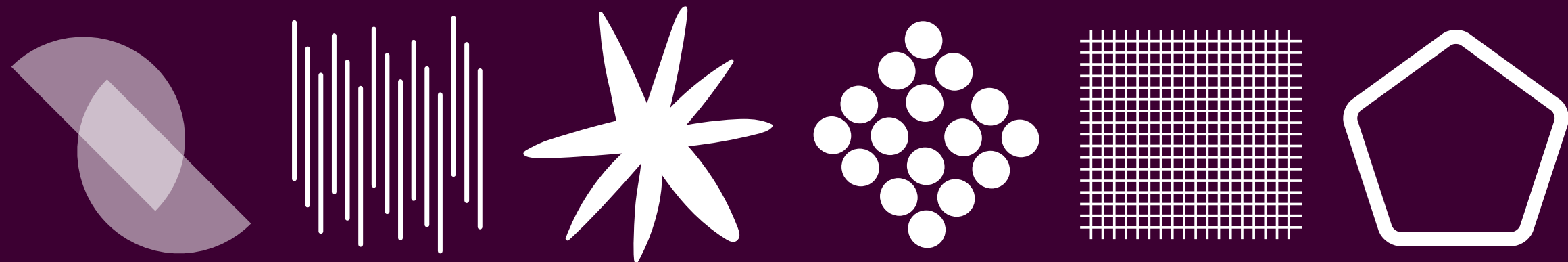
UNIVERSITY
of York

COMMUNITY WITHOUT LIMITS FRAMEWORK

As a colleague



THE COMMUNITY WITHOUT LIMITS FRAMEWORK IS MADE UP OF SIX THEMES



MAKE THINGS HAPPEN

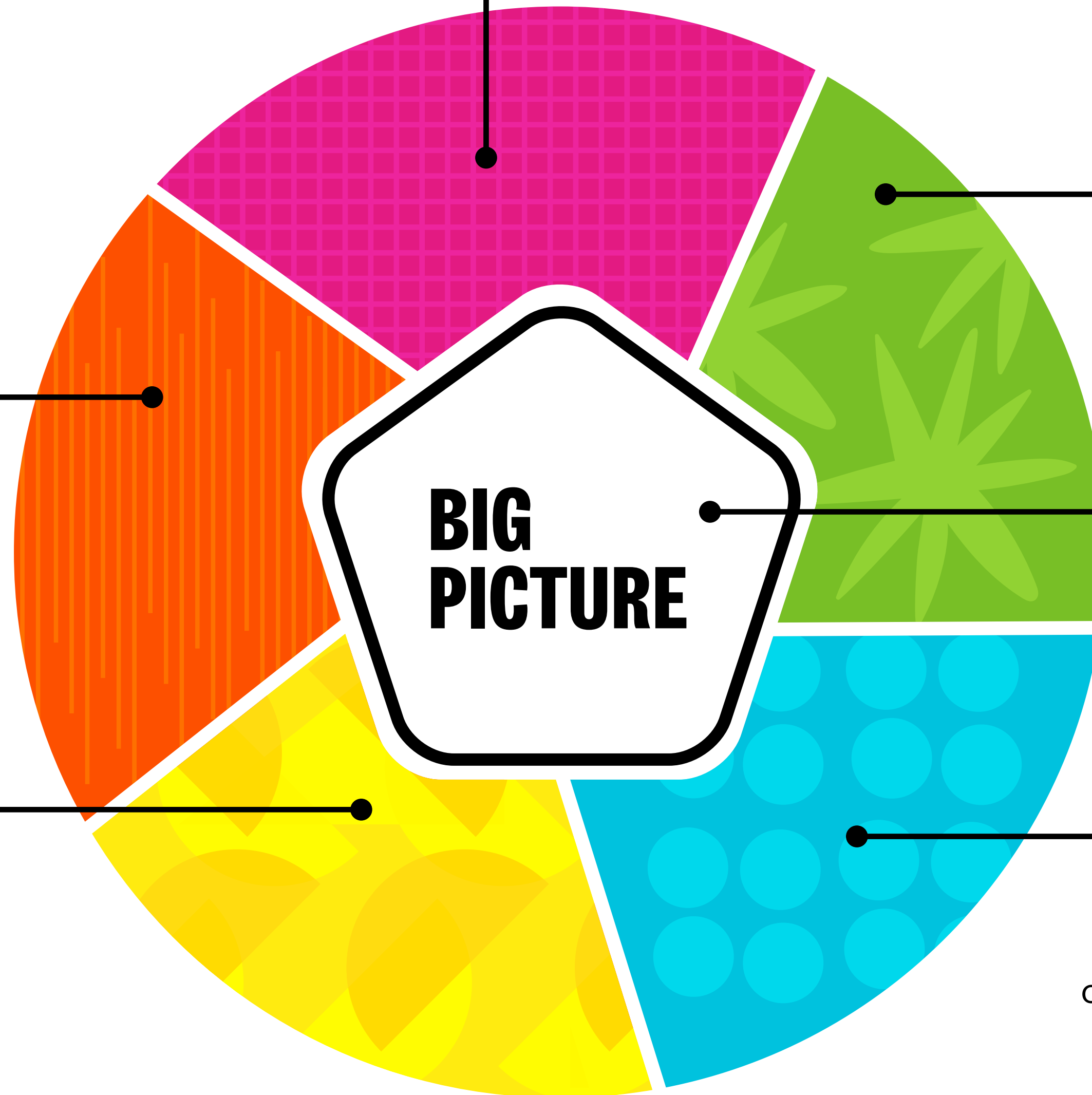
We meet challenges. We are positive, organised and empowering, driving work forward.

INNOVATION

We adapt to changing circumstances and needs. We are open to new ideas and are curious and creative. We constantly develop and improve ourselves and the University.

RESPECT

We treat people with care and empathy, respecting differences in circumstances, culture and background.



COLLABORATION

We get on well with colleagues and partners, supporting each other and working collaboratively to achieve shared goals.

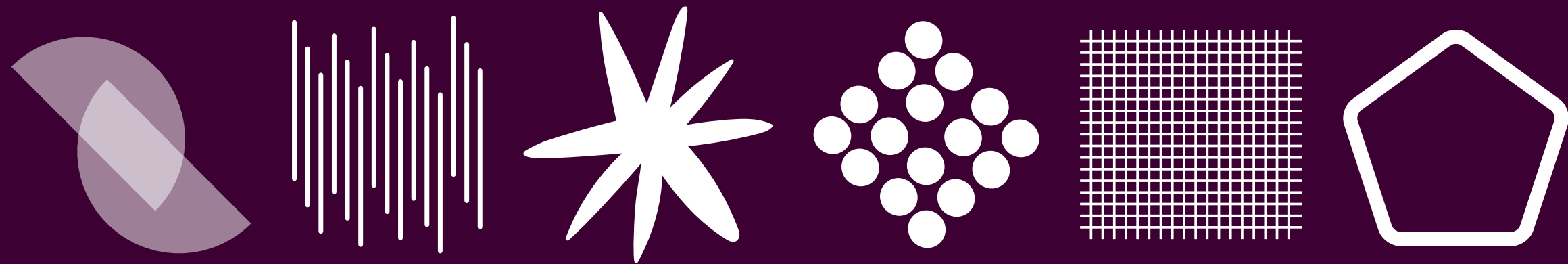
BIG PICTURE

We are forward looking, creating ambitious goals. We help people to understand and align with the University vision and purpose.

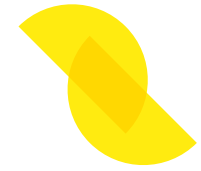
OPEN COMMUNICATION

We are open and honest with each other. We are clear, calm and courageous, encouraging debate and enabling all voices to be heard.

AS A COLLEAGUE



RESPECT



AS A COLLEAGUE

I show care and understanding for others, respecting differences in circumstances, culture and background.

I am successful when...

- I am compassionate, considerate and non-judgemental
- I appreciate and respect differences in culture, background and approach
- I ask questions to explore others' perspectives and concerns
- I take account of individuals' needs and preferences when making decisions

INNOVATION



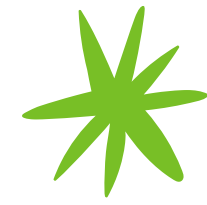
AS A COLLEAGUE

I am flexible, adapting to change and being open to new ideas. I am curious and creative, constantly improving the way we do things.

I am successful when...

- I adapt to changing circumstances and needs
- I am receptive to new ideas, embracing new approaches and technology
- I look for new and creative ways to solve problems
- I am curious, actively searching for more effective ways to do things
- I recognise when I need to accept and manage a degree of risk

COLLABORATION



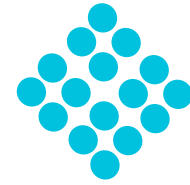
AS A COLLEAGUE

I get on well with colleagues and work collaboratively to achieve shared goals.

I am successful when...

- I develop positive relationships with colleagues and partners
- I actively seek out and work with colleagues in other areas of the University
- I build my knowledge of who does what and can refer others to the right person
- I share my ideas, involving others and working with them to achieve shared goals
- I am approachable, offering colleagues help and support decisions

OPEN COMMUNICATION



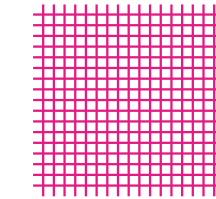
AS A COLLEAGUE

I am open and honest in my communications. I have the courage to speak up and remain calm under pressure.

I am successful when...

- My explanations are clear, concise and direct
- I invite feedback, listening to others' viewpoints and valuing their contribution
- I have the courage to speak up and have difficult conversations, responding calmly and patiently
- I manage expectations, keeping people up to date and being open about what I can and cannot do

MAKE THINGS HAPPEN



AS A COLLEAGUE

I get things done with a proactive, positive and organised approach.

I am successful when...

- I am proactive, seeking solutions and making decisions confidently
- I am organised, recognising priorities and planning my time and workload to get things done
- I am diligent and work accurately
- I have a positive attitude and help build this in others

BIG PICTURE



AS A COLLEAGUE

I understand how my work links to university goals and contributes to the public good.

I am successful when...

- I understand what my team is aiming to achieve
- I understand how my work links to the wider goals of my department, faculty/business unit and the University
- I am aware of how my work contributes to our vision of being a university for public good

ABOUT THE FRAMEWORK

Creating a community without limits is one of our strategic aims. We are building a diverse community that fosters a **sense of belonging**, and an **inclusive environment** and **culture where everyone can thrive**.

A sense of belonging and inclusion recognises our behaviours are just as important as our job related skills and knowledge.

Behaviours are the 'soft skills' which, in combination with our knowledge and expertise, enable us to **perform our roles successfully** and contribute to a **positive working environment**.

Many behavioural frameworks use a 'top down' approach where senior leaders define the behaviours. **This framework is different**. The content, right down to the individual words, was **created by our people**, in many different roles and levels, across our staff community.

This framework helps **bring our community together** around a common understanding of the behaviours that we **value**.

