

# Our EPIC Values.....

## We COLLABORATE

We build relationships, collaborate; treat people as equal partners and work together to make things happen.

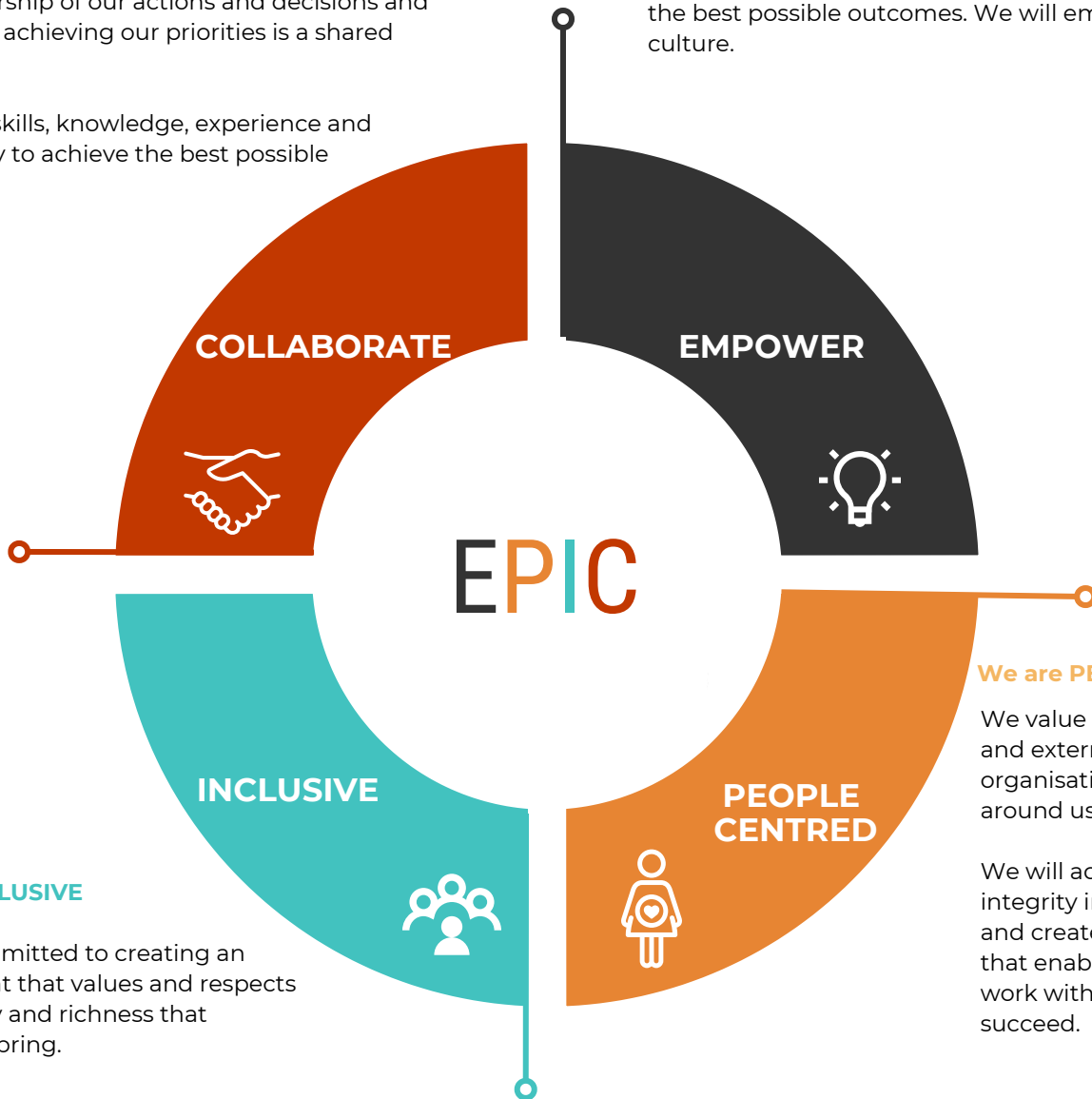
We take ownership of our actions and decisions and recognise that achieving our priorities is a shared responsibility.

We share our skills, knowledge, experience and insights openly to achieve the best possible outcomes.

## We EMPOWER

We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

We encourage each other to grow, learn and work independently so that we can create and innovate to get the best possible outcomes. We will embrace a learning culture.



## We are INCLUSIVE

We are committed to creating an environment that values and respects the diversity and richness that differences bring.

## We are PEOPLE CENTRED

We value all people, within and external to the organisation and give those around us respect.

We will act with honesty and integrity in all that we do, and create an environment that enables everyone we work with to thrive and succeed.



**TRAFFORD  
COUNCIL**

## We EMPOWER



### Behaviours that help to demonstrate this value

- I am resilient and maintain a positive mind-set.
- I proactively find solutions to problems.
- I am committed to continuous improvement and open to new and innovative ideas and ways of working.
- I take ownership and accountability of my work and deliver on my commitments.
- I support, encourage and empower others to make decisions.
- I take responsibility for my own learning.
- I seek and give constructive feedback to help myself and others develop and grow.



## We are PEOPLE CENTRED



### Behaviours that help to demonstrate this value

- I am committed to making Trafford a great place to live and work. I act with integrity and constructively challenge others when they do not role model our values.
- I treat others with respect, tolerance and compassion.
- I take responsibility for my actions and consider how my behaviour effects others.
- I look for ways to get to know my colleagues, customers and communities better to help inform and shape service delivery.
- I build trust with others through clear communications and expectations.

## We are INCLUSIVE



### Behaviours that help to demonstrate this value

- I demonstrate a positive attitude to diversity by respecting and valuing different perspectives, experiences and ideas and the benefits that these bring.
- I adapt my communication style and behaviours to be effective with a diverse range of people.
- I am conscious of my own thought process and emotions so I can respond to individuals and situations in a non judgemental way.
- I treat people as individuals and enable them to play to their strengths.
- I encourage open and honest conversations and involve others in decision making.



## We COLLABORATE



### Behaviours that help to demonstrate this value

- I work in partnership with others to benefit Trafford. I proactively share my knowledge, skills and expertise with others.
- I look for opportunities to work across boundaries (teams, partners and agencies) and make the best use of our resources and assets to support great service delivery.
- I acknowledge and give credit to others efforts and contributions.
- I share and celebrate our successes.
- I demonstrate care and concern for others and willingly offer help and support when needed.
- I actively listen to what others are saying and ask questions so understand their viewpoints and needs.

