

# Co-op Colleague Behaviours

## Forging relationships

I take action to build and maintain trusted relationships, in order to understand and support my colleagues.

## Championing Co-op

I actively promote Co-op, it's people and its unique way of doing business, inside and outside of work.

## Developing others

I take personal responsibility for the development of my colleagues, providing feedback and support where appropriate in order to accelerate their personal growth.

## Vision and belief

I am passionate about Co-op's vision and beliefs and I ensure they are at the heart of everything my team and I do.

## Future focussed

I keep up to date with information about Co-op and it's future strategies and benefits they provide to our colleagues, members and the local community.

## Successful transformation

I make sure my colleagues and I act on, and take accountability for, Co-op's transformation and overall success.

## Inspirational communicator

I communicate in a clear, concise and appropriate manner that engages and relates to other colleagues.

## Personal growth

I focus on personal development within Co-op; developing my skills and capabilities to benefit me, my team and the wider community.

## Endless inclusion

I am inclusive in my thoughts and actions by showing an active interest in the views, backgrounds and ways of being of my colleagues and the wider community.

## Co-operation

I encourage co-operation between colleagues to promote an environment of trust, mutual respect and support.

## Driving innovation

I feel empowered to find new ways to improve the everyday challenges facing Co-op and our wider community.

## Speaking up

I speak up and encourage others to do so as well, in order to promote a culture of honesty, acceptance and improvement.



### Developing

The capability is understood but not shown.

### Good

The capability is understood but not always consistently shown.

### Expert

The capability is understood and consistently shown.

### Role Model

The capability is understood and the individual is known for championing it to others.