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.

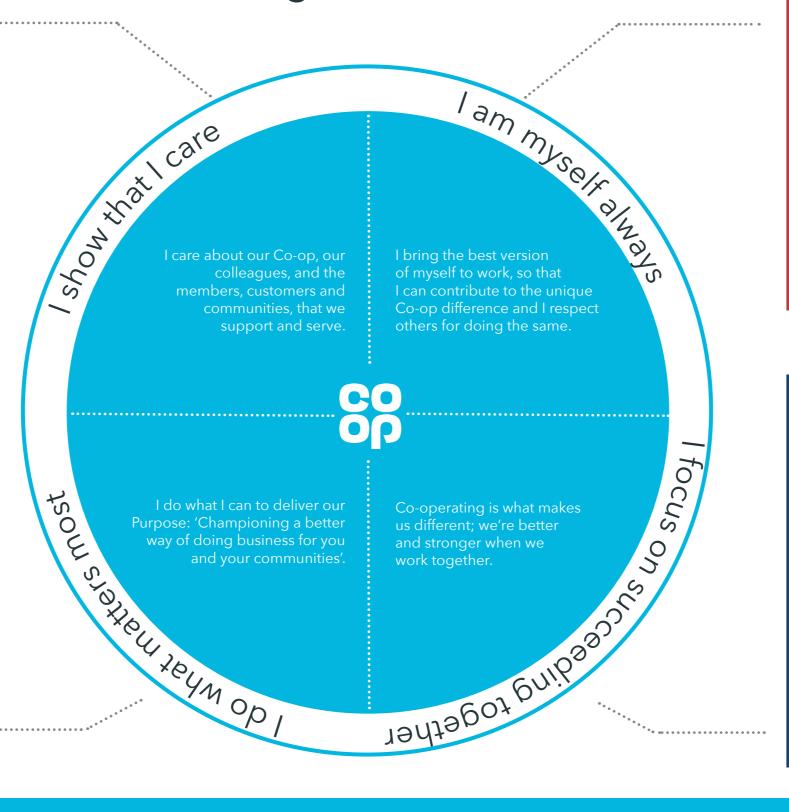
Future focussed

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.

Co-op Colleague Behaviours



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.