

The Role You Play - Values	What it is...	Looks like this...	Doesn't look like this...
Leadership	<p>We work with courage and conviction to achieve our strategy.</p> <p>We are honest and straightforward and hold each other to account.</p> <p>We celebrate success and learn from our mistakes.</p> <p>We are part of an evolving industry and advocate for change and increased support.</p>	<ul style="list-style-type: none"> ✓ Has clear goals and brings people together to achieve a common purpose ✓ Develops and builds relationships between team members and teams to achieve goals ✓ Is passionate about achieving goals and creates an environment where people can perform ✓ Builds strong relationships with key stakeholders internally and externally ✓ Leading by example 	<ul style="list-style-type: none"> ✗ Does not communicate the vision in a coherent and inspiring way ✗ Little visible planning and direction and provides little or no team direction ✗ Withholds information ✗ Takes credit for the teams work ✗ Does not bring people along on the journey ✗ Unable to link the teams work and the bigger picture ✗ Not leading by example
Creativity	<p>We use our imagination and sense of adventure to stay one idea ahead.</p> <p>We are imaginative and agile in our dynamic environment and industry</p>	<ul style="list-style-type: none"> ✓ Focusing on continuous improvement ✓ Encouraging creative thought ✓ Challenging the status quo ✓ Providing flexible solutions ✓ Embracing challenges and change ✓ Being positive and making a difference ✓ Thinking outside the square when problem solving 	<ul style="list-style-type: none"> ✗ Shying away from challenges ✗ Being rigid ✗ Being risk averse ✗ Creating or allowing obstacles to become barriers to change
Care More	<p>We create a safe and secure environment for everybody, where we respect and look after each other.</p> <p>We take the additional steps necessary and do it with integrity and pride.</p> <p>We look out for one another while we work to a common goal</p>	<ul style="list-style-type: none"> ✓ Going the extra mile ✓ Having a "can do attitude" ✓ Being committed, enthusiastic and motivated to support others ✓ Believing anything is possible and persists in the face of resistance ✓ Inspires others to change and challenge their thinking ✓ Believing that everyone has an important part to play ✓ Working with your team members and other teams to get things done 	<ul style="list-style-type: none"> ✗ Having a "glass half empty attitude" ✗ Being negative and pessimistic ✗ Commitment to change is not demonstrated ✗ Passing the buck ✗ Going it alone ✗ Ignoring others when they ask for help or share an idea ✗ Taking people for granted ✗ Failing to invest time in others
Community	<p>We connect people of all ages and backgrounds to participate in the arts as audiences, as performers, as learners and as critics.</p> <p>We take a positive approach to communication and knowledge-sharing, which embeds trust and cooperation in our community.</p> <p>We foster partnerships and inclusivity with integrity.</p>	<ul style="list-style-type: none"> ✓ Sharing your knowledge and skills ✓ Giving and receiving feedback constructively ✓ Celebrating debate and difference ✓ Working as one ACM team ✓ Going into things with good intent ✓ Doing the right thing ✓ Following through on commitments ✓ Having the courage to be honest and trustworthy ✓ Keeping each other honest ✓ Being guided by your morale compass 	<ul style="list-style-type: none"> ✗ Withholding information from others ✗ Showing a lack of empathy for others ✗ Telling people what they want to hear ✗ Backstabbing ✗ Not trusting others ✗ Lack of follow-through ✗ Dishonesty