



Shire of  
**Narrogin**  
*Love the life*



As employees we demonstrate our

**VALUES**

## **CARE with TRUST and TEAMWORK**

### **CARE**

We display kindness and concern for one another and our community and...

- Are passionate about providing excellent customer relations
- Support independence, wellbeing and community connections
- Commit to providing a safe physical and mental and social environment
- Show empathy, understanding and kindness
- Display generosity, friendliness and consideration for each other

### **ACCOUNTABILITY**

We accept responsibility for our actions and outcomes and...

- Take responsibility for the consequences of actions and decisions
- Confront controversial or difficult issues in an objective manner
- Perform duties in accordance with the laws, regulations, policies and procedures that govern us
- Demonstrate a high level of ownership and commitment to achieving results
- Conduct business in a transparent manner

### **RESPECT**

We treat everyone how we would like to be treated and...

- Treat individuals with compassion and dignity
- Demonstrate reliability and understands interdependence
- Listen to individual needs
- Conduct business in a non-judgemental manner
- Embrace individual cultures, diversity and values

### **EXCELLENCE**

We go the extra mile to deliver outstanding services and...

- Recognise and strive to meet corporate obligations
- Empower staff through clear guidelines, training and succession planning
- Display self-motivation to stay focused and committed to a task
- Demonstrate motivation to constantly strive for self-improvement
- Understand and accept the concept of continuous improvement

### **TRUST**

We share without fear of consequences and...

- Display courage by talking straight and being genuine
- Understand the need to be accountable for results and being upfront about mistakes
- Display fairness and treat people justly and equitably
- Demonstrate confidentiality both at a corporate & individual level
- Share responsibility and delegate duties in accordance with policies and procedures

### **TEAMWORK**

We work together for a common goal and...

- Commit to contributing to a happy, healthy, safe and productive workplace
- Help each other to meet obligations and deadlines
- Acknowledge we are one team working together to achieve the best results
- Predict others' needs and shares responsibilities
- Understand the need to work closely with other organisations and departments