

South Australian Public Sector Values

Self Assessment

Values help to clarify who we are, why we are here and where we are going. They define who we are as public servants.

The successful integration of the public sector values into your work needs to be based on action. Ask yourself "How well am I living the values?"

Rate yourself against each of the required behaviours below, then try the activity at the end to identify what your strengths are and where you need to improve.

Strongly disagree

1

2

3

4

5

6

7

8

9

10

Strongly agree



SERVICE - I proudly serve the community and government of South Australia.

RATING

I serve people courteously, fairly, and effectively.

I know who my customers are, understand their needs, and take their views into account.

I recognise and value internal and external customers equally.

I go the extra mile in order to deliver the best outcomes.

Comments:



PROFESSIONALISM - I strive for excellence.

RATING

I exhibit the highest standards of professional behaviour, including working conscientiously and competently in a polite and helpful manner.

I provide honest and objective advice and carefully implement direction without undue delay.

I pursue individual growth and professional learning to develop strengths and improve weaknesses.

I strive to create new and better ways of doing things.

Comments:

 **TRUST - I have confidence in the ability of others.**

RATING

I encourage people from other teams and organisations to work with me to achieve the best possible outcomes.

I embrace responsibility and deliver on commitments to colleagues and leaders.

I rely on colleagues to collaborate in pursuit of common goals and objectives.

I follow through on obligations to individuals and the community, and keep them informed of progress.

Comments:

 **RESPECT - I value every individual.**

RATING

I identify and understand the feelings and motives of my associates.

I acknowledge the contributions of my peers.

I appreciate openly that people have different backgrounds, circumstances, needs, and capabilities.

I listen considerately to colleagues, customers, clients, stakeholders, and partners.

Comments:

 **COLLABORATION & ENGAGEMENT - I create solutions with others.**

RATING

I engage genuinely with stakeholders and the community and work with them to improve outcomes.

I build professional relationships with peers in other teams and organisations.

I involve people in decisions that affect them.

I ask questions to jointly define problems and identify solutions.

Comments:



HONESTY & INTEGRITY - I act truthfully, consistently and fairly.

RATING

I follow the values and standards contained in the Code of Ethics and model that behaviour as an example for others.

I fully and accurately disclose information and share available resources without being prompted.

I take action based on the best available evidence and argument.

I conduct difficult conversations with empathy, sensitivity, and a determination to resolve issues.

Comments:



COURAGE & TENACITY - I never give up.

RATING

I suggest and support new ideas and better ways of doing things.

I listen actively, question thoughtfully, challenge openly, and encourage others to do the same.

I challenge ineffectiveness and remove obstacles to enable myself and others to succeed.

I learn from failure without being discouraged and apply that knowledge to achieve better outcomes.

Comments:



SUSTAINABILITY - I work to get the best results for current and future generations of South Australians.

RATING

I identify the long-term resource impacts of the programs and services I design.

I seek opportunities to collaborate to maximise the collective impact of resources and reduce duplication.

I manage information, finances, people, and assets prudently.

I focus on solutions which produce outcomes for the community over the long term.

Comments:

Self Assessment

The values I rated most highly in were:

.....
The things I need to **continue doing** are:

.....
The things I need to **start doing, or do more of**, are:

.....
The things I need to **stop doing, or do less of**, are:

Please bring your results to the next Performance Management meeting.