

Our values in action

Dynamic



We move forward as one team.

- Every day, we're adapting, innovating and learning.
- When the unexpected happens, we are calm, quick and efficient.
- We respond smartly, using clear processes and systems.

Inclusive



We are open to all.

- We treat each other with dignity and respect.
- Every person's uniqueness is valued, supported and celebrated.
- Our individual backgrounds and experiences make our organisation stronger.

Compassionate



We stand for kindness.

- People come first, no matter who or where they are.
- We have genuine, open-minded conversations.
- Together, we're a united force for good.

Courageous



We are bold.

- We show our strength by doing the right thing.
- We aren't scared to test our creative ideas.
- As humanitarians, we go the extra mile to help people in crisis.

The power of kindness

That means I...

experiment

- I am open to change and different ways of doing things.
- I test my ideas, in line with our fundamental principles. If it fails, I see it as a learning opportunity.

adapt

- I plan my approach. When something changes, I change the plan.
- I take steps to stay calm and refocus if the unexpected happens.

grow

- I know where there's room for me to grow and improve.
- I work to build my skills and abilities.

collaborate

- I seek out, listen carefully to and learn from people with different perspectives and experiences to my own.
- I use diverse feedback on my views, assumptions and decisions to shape my actions.

advocate

- I encourage change when I think something could be more inclusive.
- I recognise the barriers different people face and I take action to challenge these when I can.

create space

- I create a safe space for people to share their individual experiences if they want to.
- I recognise, respect and celebrate people's differences in what I say and do.

see the person first

- I make time to listen and communicate thoughtfully, reducing the distress of people in crisis where relevant.
- I take steps to build relationships, understanding others' individual needs and perspectives.

look after myself

- I look after my own wellbeing by listening to how I'm feeling and reaching out for help when I need it.
- I take action to make sure I have the tools and resources to thrive.

empower others

- I enable others to thrive by giving timely feedback, keeping an open dialogue, and providing targeted support.
- I champion the success of others.

speak up

- I share my thoughts and respectfully challenge people to get the best result.
- I proactively share information and stories about the work I do in my role.

commit

- I give my full attention to my day-to-day activities.
- I'm clear on my priorities and our policies, so I can make informed choices.

am authentic

- I communicate openly, transparently and with integrity.
- I bring my whole, authentic self to work and am willing to show vulnerability.