

Behaviours Framework

Our behaviour framework provides a common language which helps us to talk about 'how' we do things at the University as well as 'what' we do and helps us frame conversations on individual and team performance and development. It also brings consistency across the organisation on how we work and can aid collaborative team working.

How does it work?

Within each behaviour, you are encouraged to think of these behaviours from three different aspects:

- **Self:** behaviours that are demonstrated at an individual level and may not be seen by others.
- **Others:** behaviours that are effective when interacting with others e.g. students, customers, stakeholders, colleagues or suppliers. If you are a manager, they may be demonstrated in that role.
- **Organisation:** behaviours that are effective when working with others across the University, our beneficiaries or when representing the University externally.

Lets look at our behaviours:

Be your best self - Be self-aware, value feedback, learn from it and take action to continually improve

Make it happen- Demonstrate a 'can do' approach and take personal responsibility to get things done

Focus on impact - You don't have to be a manager to be a leader. You can demonstrate leadership by being open, honest and transparent and communicate to build shared understanding, supporting others to deliver

Think big picture - When making decisions or taking action consider the impact beyond your own service

Serve our beneficiaries - Make a positive difference to our students, local organisations and the wider region

So what next?

Think about examples you could use to demonstrate these behaviours in your role. How have you demonstrated leadership, served our beneficiaries or challenged yourself to think wider to improve what and how you deliver your priorities.

| Be your best self | Make it happen | Focus on impact | Think big picture | Serve our beneficiaries |
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| <p>Be self-aware, value feedback, learn from it and take action to continually improve.</p> | <p>Demonstrate a 'can do' approach and take accountability to achieve your goals.</p> | <p>Internally and externally lead by example, demonstrate Aston's values and be accountable for your own impact.</p> | <p>Enhance contribution to the University through an understanding of the bigger picture and show commitment to its strategy and values.</p> | <p>Be receptive and proactive in using staff and beneficiary feedback to inform and improve the Aston University experience.</p> |
| <p>Take advantage of development opportunities to flourish and achieve your full potential.</p> | <p>Maintain direction in face of setbacks and work to remove obstacles to achieve success.</p> | <p>Be open, honest and transparent and communicate effectively to build shared understanding which enables others to deliver at pace.</p> | <p>When making decisions use insightful, intelligent data and consider the impact beyond your own service.</p> | <p>Follow all business processes, policies and systems to deliver, spot and action opportunities to improve.</p> |
| <p>Adapt to unfamiliar situations and work in an agile way to accommodate shifting demands and change.</p> | <p>Commit to new direction and step outside your comfort zone to innovate with confidence.</p> | <p>Foster a supportive environment which embraces difference and leverages its strengths to enhance our cultural and intellectual value.</p> | <p>Be aware of the wider HE sector and commercial context to deliver solutions which create value.</p> | <p>Work collaboratively using the diversity of Aston and it's community to effectively analyse problems and develop innovative solutions to continually improve.</p> |