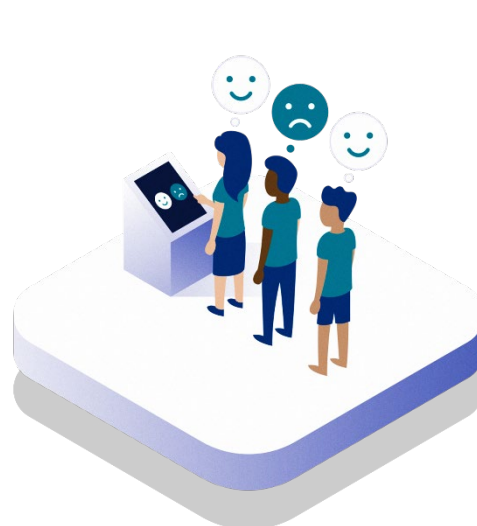


Scottish Gymnastics Behaviours



Leading

Developing Self

Communication

Working Together

Strive for Excellence

Creativity & Innovation

You lead by example through your behaviours and professional approach to work; inspiring your colleagues and driving for results

You take ownership of your work and are accountable for your own performance and development, and you take responsibility for your actions and decisions

You communicate clearly and concisely, ensuring the message is understood by all. You look for ways to keep it simple

You work with others to reach a common goal; sharing information, supporting colleagues and searching out experts and solutions

You work to deliver a high-quality service to meet personal; organisation and customer expectations

You constantly strive for new thinking and look at how to keep ahead of the game by thinking out of the box

- ✓ I am driven to achieve results and I show courage when things don't go to plan
- ✓ I manage my own and others' emotions positively
- ✓ I am confident to lead by example
- ✓ I am leader at every level
- ✓ I support the development of my colleagues

- ✓ I stretch myself outside my comfort zone and actively try new things
- ✓ I acknowledge when I have made mistakes and understand that it's ok to do so, correct and learn from them
- ✓ I give myself time to learn, develop and reflect
- ✓ I will provide open, honest feedback and will check and challenge others behaviour
- ✓ I am open to feedback
- ✓ I take accountability for my actions and I am comfortable with that
- ✓ I actively explore learning opportunities, not just within sport

- ✓ I adapt my style to suit the needs of my customer, especially when communicating with them
- ✓ I actively share information with others and seek ideas from colleagues
- ✓ I am open and honest in my communication and ensure that it's clear and simple
- ✓ I take time to understand my customer's needs and their expectations and see things from their point of view
- ✓ I take time to understand the other person and listen to what they are saying, not just talk

- ✓ I celebrate successes, create a positive team spirit and show support for my colleagues
- ✓ I recognise, value and respect others' views
- ✓ I look beyond my own role and team and consider how my actions can impact other people's work
- ✓ I am committed and accountable to deliver and contribute to the SG strategic delivery
- ✓ I think about our strategy and ask myself 'have I moved us one step closer to achieving the strategy?'
- ✓ I treat other people the way I would like to be treated

- ✓ I ensure I am clear on what my outcomes will be and know how I will measure success
- ✓ I take pride in what I do
- ✓ I use my initiative to solve problems and inform others when I am aware of potential issues
- ✓ I take action based on facts gathered and make informed decisions.
- ✓ I involve others in the thinking and decision-making process and allow time for reflection before making decision
- ✓ I pay attention to details
- ✓ I am not afraid to ask questions. I will ask why
- ✓ I exceed my customers' expectations

- ✓ I continually look for ways to improve what I am doing and always strive to be better
- ✓ I am not afraid to challenge 'that's how it's always been'
- ✓ I embrace new ways of working
- ✓ I am not limited in my thinking - the sky's the limit!