

TEAM UNIQUENESS CHARTER

<p>What are your strengths as a team? <i>Example: We are agile, resilient and we have a deep care to ensure people are safe at work. We have a belief in upholding ethical and moral standards in the work we do.</i></p>	<p>What's the important work we do for the business? <i>Example: We are all committed to keeping the business alive through strengthening existing worker relationships, developing innovative solutions and influencing change through valuable content.</i></p>
<p>What do others value about us? <i>Example: We have a deep understanding of work as actually done and the issues our workers are facing, and we present solutions in a way that's scientific, practical and relatable.</i></p>	<p>As a team, who do we need to be? <i>Example: We need to be a team that supports each other and the Purpose of the organisation We need to keep each other accountable, healthy and happy. We also need to be role models for the other workers in the business and communicate with them in a way that creates trust and influence.</i></p>
<p>What are we doing when we're not operating well? <i>Example: We are to quick to seek blame when things go wrong. We don't spend enough time being curious to better understand. We don't have clear boundaries and aren't prioritising our own mental and physical wellbeing. When we do have conversations with our team-mates they are purely transactional.</i></p>	<p>What are we doing when we operate well? <i>Example: Our feedback culture is constructive and empathic. We seek to understand and use new knowledge to make better decisions. We celebrate the small stuff both in our own team and with those in the wider business. We support our team-mates when they are struggling or not feeling on top of things. We are finding the joy and humour in the day; sharing jokes, and generally taking the time to have a good laugh.</i></p>