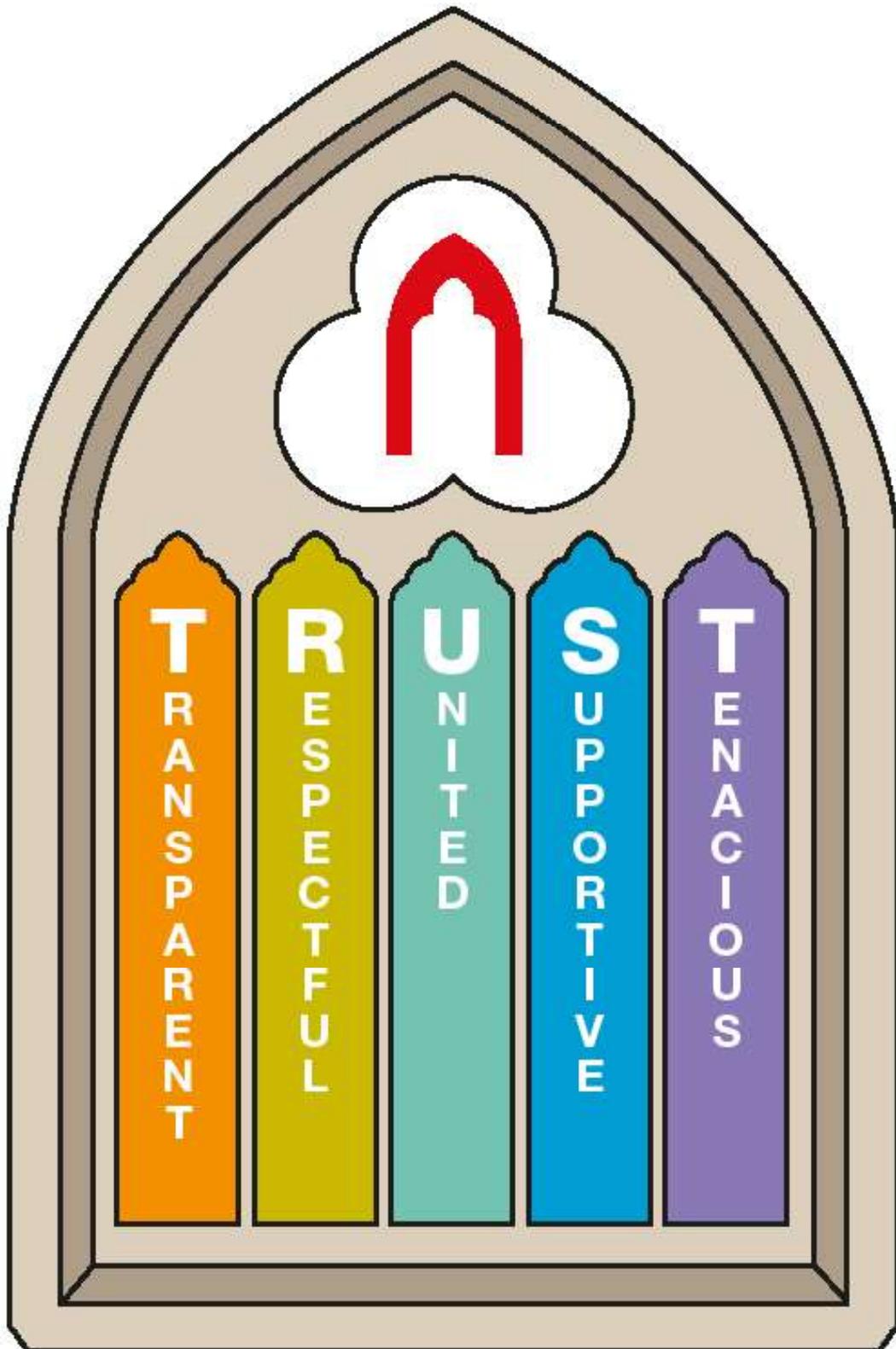# Organisational Values

Behaviours

TRANSPARENT
Being open and honest, sharing information with others and being truthful

Examples of what we want to see	Examples of what we don't want to see
Being open and honest about what we do, how we do it and why we do it.	Not communicating openly and frequently and unnecessarily withholding information.
Taking accountability for our own actions.	Failing to own up and blaming others.
Acting as a champion of CCT.	Working against our strategic goals and aspirations.
Demonstrating fairness and consistency in our decision making.	Not living our values when decision making.
Communicating information clearly and in a timely manner.	Being unclear and ambiguous and missing deadlines without reasonable justification.
Being truthful when we cannot take an action and explaining the reasons why.	Being dishonest with ourselves and each other.

RESPECTFUL
Treating people with grace and kindness

Examples of what we want to see	Examples of what we don't want to see
Actively listening to understand what the other person is saying.	Disregarding others' views and opinions.
Demonstrating empathy with others' individual opinions, showing compassion and understanding in all our dealings.	Rushing to judgement without understanding the other person's point of view.
Equipping ourselves and each other with the knowledge skills and training to succeed.	Disregarding the need for personal and professional growth.
Providing open and honest feedback to colleagues in a safe and confidential space.	Being dishonest about levels of performance, whether good or bad.
Calling out discrimination, bullying or other unacceptable behaviours.	Condoning behaviour that is inappropriate with our culture at CCT.
Embracing our diversity organisationally and individually, valuing different perspectives, experiences and expertise.	Bullying or harassment of others.

Behaviours

UNITED
Working together as an organisation toward a common goal

Examples of what we want to see	Examples of what we don't want to see
Being clearly focused on achieving the strategic aims of CCT in everything we do.	Working in silos and without considering the strategic fit of what we do.
Collaborating effectively with colleagues and working across teams.	Withholding support to colleagues, not consulting expert colleagues and not involving them in decision making.
Always upholding our TRUST values, even when times are tough.	Misrepresenting our organisation and being openly negative.
Willingly take part in company-wide initiatives.	Not being a team player.
Having positive interactions with colleagues and CCT on digital platforms and social media.	Being destructive and inappropriate about CCT on digital platforms and social media.
Looking out for each other for the common good of CCT.	Thinking of ourselves and our own team by not seeing the bigger picture.

Churches Conservation Trust

SUPPORTIVE
We lean on and lift each other up

Examples of what we want to see	Examples of what we don't want to see
Being approachable, working collaboratively with our volunteers and supporters for the benefit of CCT and our churches.	Being selfish and thinking of our own needs above those of CCT and our colleagues.
Encouraging and motivating each other to succeed, being aware of and supporting each other's wellbeing.	Not offering and providing support when needed.
Asking for help when needed.	Viewing that asking for help is a weakness.
Owning and learning from our mistakes.	Repeating the same mistakes.
Acknowledging the role of others and seek their input whilst sharing our knowledge and skills to help each other.	Not being mindful of the role of others and actively excluding them.
Recognising and celebrating our successes.	Focusing only on what has not gone well or still needs to be done.

Behaviours

TENACIOUS
We overcome challenges and learn from set-backs

Examples of what we want to see	Examples of what we don't want to see
Working within the conservation principles of CCT and strategic aims.	Working without consideration of CCTs' organisational purpose and principles.
Being focused on finding deliverable and practical solutions across our internal and external boundaries.	Disregarding the views of our funders and stakeholders.
Using our imagination to go as far and as quickly as we can.	Setting limits on our thinking and ways of working.
Being realistic on achievable outcomes.	Raising expectations and hopes of communities unrealistically.
Encouraging and harnessing our creativity and curiosity within ourselves and our teams.	Settling for what is now rather than what can be.
Protecting and building our legacy.	Disregarding the important legacy of 50+ years custodianship.