

Competency: Adhering to Principles and Values

Activity 1

Ensure that the organizational values are truly shared and understood rather than dictated from above. Set clear standards of behavior which support the values and make it clear to someone when their behavior is not aligned. Be a role model for the values.

Activity 2

If someone shares information with you that they see as confidential or sensitive, respect their wishes and treat it as such, even if you do not personally understand their reasons.

Activity 3

Understand organizational policies regarding social and environmental issues and the surrounding community. Identify areas where your work might conflict with the best interests of the community and work towards addressing the conflicts.

Activity 4

List the personal values that drive your behavior at work. Consider to what extent your values agree with the organization's values. If there are discrepancies, consider how others may view your behavior and how you may reconcile the differences.

Activity 5

Consider your own level of fairness. Do you treat people equally and are you fair and reasonable in response to concerns from different groups? Consider whether you have any prejudices or biases towards certain individuals or groups. Discuss and work through any inconsistencies with a trusted colleague or mentor.

Activity 6

Write down your understanding of Diversity and Inclusion practices. Compare your understanding to your organization's Diversity and Inclusion principles. Where are the "blind spots" in your understanding? Speak with the Diversity and Inclusion lead in your organization to gain additional guidance on equal opportunities.

Results: