




The Association
of Commonwealth
Universities

Our behaviours

Quality
Respect
Inclusion
Collaboration
Innovation



Our behaviours define how we approach our work and each other the ACU way.

Designed to inspire and guide colleagues to live our values, it covers: how we do things at the ACU, how we treat others and expect to be treated so that we can make a difference, create a positive culture and a great place to work.



Quality

We strive to excel in all we do, and continuously reflect on our work to find new ways forward



I take personal pride in what I do

I simplify and prioritise wherever possible

I am receptive to stakeholder needs yet decisive to move things forward

I will not...

- Try to do everything, sacrificing quality for quantity
- Cut corners and expect others to take up the slack
- Strive for perfection over progress

Respect

We treat others in the way we would like to be treated
– with fairness, integrity, and generosity



I respectfully challenge,
give and receive feedback
graciously

I am considerate of
people's boundaries and
uphold my own

I am brave enough to have
difficult conversations
and always communicate
with honesty, integrity and
empathy

I will not...

- Talk over or dismiss others' opinions
- Treat people differently according to hierarchy
- Point blame or tolerate a 'told you so' culture

Inclusion

We value difference and encourage and celebrate the diverse voices of our colleagues and partners



I am open to diverse perspectives and empower people to be their best selves

I am culturally aware and respect international communications etiquette as well as individual needs and learning styles

I create a team-spirit where everyone can thrive

I will not...

Be fearful of or constrained by hierarchies

Be tokenistic or look the other way if I hear prejudice

Exclude anyone

Collaboration

We believe that cooperation and sharing ideas makes us stronger



I readily share my ideas and knowledge

I am trusted by my colleagues - as a team we can do great things for our members and scholars

I harness the collective expertise of others, because the best solutions come when we ideate together

I will not...

- keep my knowledge to myself
- act in self interest
- be guarded or closed minded

Innovation

We encourage people to think differently, be curious, and explore new ideas



I am curious to find new ways of doing things, insights led and outcome focussed

I am bold enough to take risks, think outside the box and learn from failures

I am outward looking, creative and resourceful

I will not...

Be afraid of failure

Shut down conversations or new ideas

Avoid change