|  |  |  |
| --- | --- | --- |
| Intelligent, Creative and Informed Policing | Resolute, compassionate and committed | Inclusive, enabling and visionary leadership |
| We analyse critically | We are innovative and open minded | We are emotionally aware | We take ownership | We deliver support and inspire | We collaborate |
| I recognise the need to think critically about issues, I value the use of analysis and testing in policing. | I demonstrate an openness to changing ideas, perceptions and ways of working. | I treat others with respect, tolerance and compassion | I actively identify and respond to problems | I take on challenging tasks to help to improve the service continuously and support my colleagues | I work cooperatively with others to get things done, willingly giving help and support to colleagues |
| I take in information quickly and accurately. | I share suggestions with colleagues, speaking up to help improve existing working methods and practices. | I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law | I approach tasks with enthusiasm, focusing on public service excellence | I understand how my work contributes to the wider police service | I am approachable and explain things well so that I generate s common understanding |
| I am able to separate information and decide whether it’s irrelevant or relevant and its importance. | I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements. | I remain calm and think about how best to manage a situation when faced with provocation | I regularly seek feedback to understand the quality of my work and the impact of my behaviour | I understand it is part of my collective responsibility to deliver efficient services. I take personal responsibility for making sure that I am working effectively to deliver the best service, both individually and with others. | I take the time to get to know others and their perspective in order to build rapport |
| I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experience to take action. | I adapt to change and am flexible as the need arises while encouraging others to do the same. | I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure | I recognise where I can help others and willingly take on additional tasks to support them where appropriate.  | I am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery  | I treat people with respect as individuals and address their specific needs and concerns |
| I refer to procedures and precedents as necessary before making decisions. | I learn from my experiences and do not let myself be unduly influenced by preconceptions. | I ask for help and support when I need it | I give feedback to others that I make sure is understandable and constructive | I support the efficient use of resources to create the most value and deliver the right impact. | I am open and transparent in my relationships with others |
| I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions. |  | I understand the value that diversity offers | I take responsibility for my own actions, I fulfil my promises and do what I say I will. | I keep up to date with changes in internal and external environments |  I ensure I am clear and appropriate in my communications |
| I recognise gaps and inconsistencies in information and think about the potential implications. |  | I communicate in clear and simple language so that I can be easily understood by others | I will admit if I have made a mistake and take action to rectify this. | I am a role model for the behaviours I expect to see in others and I act in the best interests of the public and public service |  |
| I make decisions in alignment with our mission, values and code of ethics. |  | I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly | I demonstrate pride in representing the police service. |  |  |
|  |  |  | I understand my own strengths and areas for development and take responsibility for my own learning to address gap |  |  |