The WCF Way: our guiding principles

champion	**camaraderie**	**choose**	**collaboration**	**curiosity**	**celebration**
take responsibility	work together	do the right thing	communicate	be better	recognise our wins

we commit to:

champion
- Learn from mistakes
- Be open to feedback
- Resolve issues promptly
- Be resilient
- Tackle difficult conversations head on
- Follow processes

camaraderie
- Appreciate different points of view
- Recognise the big picture
- Compromise
- Know when to let go
- Give constructive feedback
- Work towards the same common goal

choose
- Act with honesty and integrity
- Be frank but fair
- Always put our people first
- Challenge wrong behaviours

collaboration
- Listen to, support and participate
- Show an interest
- Be a positive team member
- Respect each others challenges

curiosity
- Find a better way to do it
- Keep a fresh perspective
- Be curious and open to change
- Be more efficient
- Share ideas for improvements

celebration
- Show recognition
- Praise good effort
- Acknowledge the small as well as the big successes
- Be part of the team
- Say thank you for a job well done
- Be kind to all

we commit not to:

champion
- Blame others
- Offer problems without solutions
- Fail to seek help when needed
- Miss deadlines or meetings without a good reason
- Put things off

camaraderie
- Hold a grudge
- Alienate someone else
- Let your actions undermine your team
- Allow your bad mood to influence others
- Not offer to help each other, even if it is not your job

choose
- Take unnecessary risks
- Cover up mistakes
- Disclose sensitive information
- Act in ways you know are wrong
- Fail to highlight concerns
- Act with self-interest

collaboration
- Ignore or be dismissive of someone's opinion
- Fail to participate in discussions or offer your opinion
- Listen to reply not to only understand
- Fail to have an open mind

curiosity
- Oppose change
- Glass half empty
- Fail to challenge the status quo
- Not embrace technology
- Be complacent

celebration
- Take personal credit for a team effort
- Take your colleagues or WCF for granted
- Be dismissive of other's achievements
- Forget our team ethos