



Level 2

To act effectively as one team each of us needs to:

- **Work collaboratively** with colleagues, other teams, across the council and with partners
- **Support each other's** health, safety and wellbeing
- Look for opportunities to **share and make best use of all our assets, resources and data**

BEHAVIOURS

What this looks like when we're at our best ...

- We are open, honest and transparent
- We find ways to work together rather than reasons not to
- We pull our weight – we rely on each other and can be relied on
- We look carefully at what already exists – we don't 'reinvent the wheel'
- Everyone belongs – we create a good team spirit – no-one's left behind – we include everyone
- If we see an opportunity to help someone, we do so

What this looks like when we're at our worst...

- Lack of communication – not passing information on
- Creating division through hierarchy, cliques and silos
- Poor collaborative work between teams
- Passing the buck or playing the blame game
- Ignoring each other's needs, safety and wellbeing

KNOWLEDGE

Working collaboratively

I understand

- The importance of involving colleagues and partners in decision making and the appropriate means of doing so
- The value of equal access to information within a team, in order to engender trust

SKILLS

Working collaboratively

I show I can

- Bring colleagues together to work collaboratively across teams
- Build relationships and grow internal and external networks
- Foster and reward co-operative and collaborative behaviour
- Resolve conflict using appropriate and respectful strategies

Supporting each other

I understand

- My role in supporting the well-being of others and how to support a healthy workplace

Supporting each other

I show I can

- Put approaches in place to support the resilience and well-being of others

Sharing and making best use of assets, resources and data

I understand

- The need to share information to enable better working
- How to manage resources effectively – assets, people, money, technology
- The systems, software and processes the Council uses

Sharing and making best use of assets, resources and data

I show I can

- Report and share data and information appropriately and in an open and transparent manner
- Benchmark across other sectors, partners and local authorities and implement the findings from this and from best practice
- Ensure data is accurate and meaningful
- Analyse and interpret data to understand impact and to ensure improvements are based on evidence
- Critically assess and evaluate information to reach a decision