



VALUES AND BEHAVIOURS

Disrupto

BLURRED PEOPLE & BEHAVIOURS

We exist to deliver work with depth that drives positive impact for our clients, people, and the planet

VALUES

- Daring
- Democratic
- Difference
- Driven
- Diverse

ATTRIBUTES

- Flexible & adaptable
- Problem solving & self-starting
- Open to failing and being uncomfortable
- Team players, innately collaborative and egoless, we all have a voice
- Grafters, ready to get their hands dirty to make it happen
- Entrepreneurial / commercially minded
- Openminded and interested in others



FROM VALUES TO BEHAVIOURS

- **Daring: A Home For The Brave**
 - + We dare to fail, to ask the difficult questions, to back ourselves, to build candid, strong relationships
 - We do not dwell and over-analyse, are not driven by fear, do not settle for the path of least resistance, do not blame
- **Democratic: Your Voice Will Be Heard**
 - + We know no one person has all the answers but one person takes the responsibility, we practice active listening, trust the people in the room, assume best intentions, actively seek out differing points of view from divergent sources
 - We are not closed minded, we don't interrupt / talk over, or hold to ego. We do not tolerate prejudice of any kind
- **Difference: Work That Makes a Positive Impact**
 - + We're only interested in work that works. We're here to deliver work with depth that drives positive impact for our clients, people and the planet
 - We are not interested in outputs, we are not familiar or comfy or safe or playing catch up



FROM VALUES TO BEHAVIOURS

- **Driven: By The Mission, The Work, And All We Can Do and Be**
 - + We have no b game, we maintain the highest standards of professionalism, are proud, lead from the front, consistently live the purpose, we come good for our colleagues as well as ourselves, we take ownership of our own learning, and always push at what's possible.
 - + To stay that way we take responsibility for our wellbeing and encourage others to do the same
 - We do not swerve the hard things or duck the decisions or responsibility. We do not struggle in silence
 - We are not about working in an unboundaried, manic, or always 'on' mode.
- **Diverse: Depth Through Difference**
 - + We seek out and encourage diverse voices, being mindful that some find it harder to speak up and speak out. We do this with the understanding that we can't deliver depth with impact without it
 - + We challenge clients and colleagues to see beyond themselves to truly embrace audience diversity
 - + We understand that some require more support - due to past prejudices, lack of opportunity or misunderstanding - and are willing to put the extra effort in
 - We understand the role that intersectionality plays and never make lazy assumptions around a single protected characteristic



COMMITMENT

Please add your name, date and sign if you commit to these behaviours.

Name.....

Signature.....

Date.....





THANK YOU