

Cheshire East Values

Drive

illustrated by ...

- A desire for growth, innovation and high performance
- Striving for a culture of excellence
- Developing a sense of purpose and engagement
- Working towards our objectives with focus and determination

Integrity

which means ...

- Acting ethically and transparently
- Prioritising doing the right thing through your words, actions and beliefs
- Being accountable for our actions
- Fostering trust and building strong relationships

Respect

shown by ...

- Treating everyone with dignity, kindness and empathy
- Showing genuine care and appreciation for others
- Acknowledging individuals' unique contributions
- Fostering a positive and inclusive environment

Collaboration

demonstrated by ...

- Promoting a culture of teamwork, shared knowledge and learning from each other
- Improved problem solving
- Working together to deliver better outcomes
- Developing innovative solutions

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and wellbeing for all**

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Drive in the workplace looks like...

Proactive behaviour

- Employees take the initiative without waiting to be told
- Problems are anticipated and addressed early

Goal orientated focus

- Clear objectives are set, tracked and reviewed
- People stay focused even when challenges arise

Continuous improvement

- Individuals seek feedback and use it to grow
- Teams regularly reflect on performance and look for ways to do better

Resilience and grit

- Remaining positive in the face of setbacks
- Moving forward with learning

High standards

- Work is done with care, pride and attention to detail
- Challenge the ordinary and celebrate the extraordinary

When drive is being illustrated across the organisation, it will feel..

You feel a
sense of
momentum
and purpose

You believe
your efforts can
make a real
impact

You're
surrounded by
people who are
passionate and
committed

You're pushed
to grow and
stretch
capabilities

Integrity in the workplace looks like...

Honest conversations

- People speak truthfully, even when the truth is difficult
- There's transparency in sharing information, goals and challenges

Accountability

- Employees own their actions and outcomes – both successes and mistakes
- Deadlines are respected, and commitments are followed through

Ethical decision making

- Choices are guided by principles, not just convenience or personal gain
- Conflicts of interest are declared and managed appropriately

Consistency between words and actions

- We all “walk the talk”
- Promises are kept, and values are upheld

Confidentiality and discretion

- Sensitive information is protected
- Gossiping and rumours are discouraged

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When we can see integrity, it should mean you will feel...

Confident that
others will act
with honesty and
fairness

You can admit
mistakes or raise
concerns without
fear of retaliation

You feel good
about the work
you do and the
organisation you
represent

Your personal
ethics are in
harmony with the
organisations
culture

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Respect in the workplace looks like...

Active listening

- Colleagues give each other their full attention during conversations
- Interruptions are minimised and comments are welcomed

Inclusive communication

- Everyone is encouraged to share ideas, regardless of their role
- Language is professional, considerate, and free from bias

Recognition and appreciation

- Contributions are acknowledged publicly and privately
- Credit is given where it's due and achievements are celebrated.

Constructive feedback

- Feedback is delivered with empathy and a focus on growth
- Mistakes are treated as learning opportunities, not as a reason for blame

Fairness and equity

- Opportunities for advancement, training and leadership are accessible for all
- Policies are applied consistently, fairly and transparently

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When Respect is being shown across the organisation, it will feel..

Psychologically
safe to express
yourself
without fear of
ridicule or
retaliation

Your work and
contribution
are
appreciated
and not taken
for granted

You are given
autonomy, and
your judgement
is respected

You are
encouraged to
contribute and
take the
initiative

Collaboration in the workplace looks like...

Open communication

- Team members share ideas, updates, and feedback freely.
- Meetings are inclusive and everyone has a voice

Shared goals and responsibilities

- Projects are approached with a one team / one council approach
- Tasks are distributed fairly, and everyone contributes to the outcome

Cross functional teamwork

- People from different services and directorates work together seamlessly
- Silos are broken down in favour of knowledge sharing

Constructive conflict resolution

- Disagreements are handled respectfully and productively
- Diverse perspectives are seen as strengths, not obstacles

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When collaboration is being demonstrated across the organisation, it will feel..

