FX Plus Vision & Values

Our Behaviours*

Always putting People first

Examples include:

> Listening, understanding and responding
> Treating everyone with dignity, respect and consideration
> Supporting each other – working as a team
> Recognising, encouraging and acknowledging achievements

Barriers could include:

> Disinterested/distracted
> Negative towards colleagues
> Purely "Me" focused
> Part of a blame culture

Always being Collaborative

Examples include:

> Being proactive and positive
> Working with all partners for win-win results
> Making decisions together
> Providing flexible solutions – for students, universities and suppliers
> Sharing professional learning

Barriers could include:

> Not taking account of other's views
> Not showing interest in those around you
> Being negative towards colleagues
> Being problem not solution-focussed

Always seeking Innovation

Examples include:

> Thinking outside the box
> Being proactive and open to change
> Being adaptable and on the front foot
> Using initiative and being forward thinking

Barriers could include:

> Not discouraging or challenging those who blame
> Preventing initiative and innovation
> Being resistant to change
> Not seeing the bigger picture

Always delivering Excellence

Examples include:

> Going above and beyond
> Exceeding customers' expectations
> Taking pride in your work
> Leading by example
> Supporting university aspirations
> Putting yourself in the customers' shoes
> Inspiring confidence
> Producing top quality work

Barriers could include:

> Not wanting to see FX Plus thrive
> Not supporting a positive, 'can do' culture
> Not supporting colleagues
> Just doing the minimum

Always with Integrity

Examples include:

> Building a sense of shared purpose across the team
> Being fair, honest and trustworthy
> Doing what we say we will do
> Being inclusive
> Resolving disagreements professionally

Barriers could include:

> Being unhelpful or intentionally vague
> Not taking responsibility
> Working to hidden agendas
> Being defensive
> Not sharing information

Falmouth Exeter Plus

*These have been developed by working with FX Plus employees and Human Resources experts over two years. We are still on this development journey and as these values and behaviours evolve they will support us all to work in a fast-paced and highly complex stakeholder environment.