



Our Values and Behaviours

walking the talk

Who we are:

Our values bind us together in the pursuit of change that leads to better lives

Our values provide us with a touchpoint, ensuring that in the constant striving to achieve the often challenging and difficult, we don't lose or forget the things that are important to us.

Setting out our values is more than a collection of words on a piece of paper, it's not an exercise in the nice to have. Our values must **be actioned and reflected in everything we do**, and each interaction we have with each other and the wider world.

Our values are worn on our sleeves, fiercely held, and demonstrated through our behaviours and **the way in which we all individually and collectively operate.**



Bill Love and Sally Richens
Executive Directors, NDTi



Our values: what we stand for at NDTi



We drive inclusion
enabling voice and opportunity
for equal lives



We are reliable
keeping our word and acting with
integrity and authenticity



We are open and honest
about what needs to change and
how



We act with humanity
in our work and relationships with
people, protecting and upholding
human rights



We are curious pioneers
always looking to creatively learn
and improve



We create impact
contributing towards better lives
in our communities



We drive inclusion



What we'll do

- **Be an ally and advocate for diversity** in our communities
- **Be open to different ideas, voices and experiences**
- **Actively listen and seek clarity** of understanding
- Respect that **everyone's voice and experiences have equal value**

What we won't do:

- **Ignore incidents of marginalisation or discrimination**
- **Disrespect others** who have different opinions, ideas or life experiences
- **Assume we know** what people think or feel
- **Accept unequal coproduction** with people who have lived experience



We are **reliable**



What we'll do:

- **Lead by example** and make things happen
- **Be truthful**, do what we say and keep our word
- **Proactively keep people informed** of progress
- **Be realistic** about what we can and cannot do

What we won't do:

- **Give up** when things are difficult
- **Not take responsibility** for our own or our teams' outcomes
- **Fail to communicate** effectively
- **Overcommit ourselves** when we do not have the time and resources needed



We are open and honest



What we'll do:

- Speak and act openly, sensitively, and respectfully with the people we work with
- Create a **safe, reflective environment** to give and receive feedback
- **Be transparent** in our intentions, actions and learning

What we won't do:

- Exclude or disrespect others
- Avoid or ignore **difficult conversations** or feedback
- **Hide or disguise our intentions** and actions because it feels uncomfortable



We act with humanity



What we'll do:

- **Trust and encourage people** to be their best positive selves
- **Recognise everyone's contribution** and show appreciation
- **Encourage people to collaborate**, respecting differing viewpoints
- **Communicate respectfully and thoughtfully**

What we won't do:

- **Mistrust, talk negatively about people**, overtalk or interrupt others
- **Create division**, a 'them and us' attitude, in our work
- **Communicate insensitively**, negatively or unclearly
- **Assume we're all the same** in our thinking and experiences



We are **curious pioneers**



What we'll do:

- Actively explore new partnerships, ideas and ways of thinking
- Recognise and seek to understand views of others which may be at odds with our own
- Explore how we can improve our approaches to work
- Encourage and support people to learn, adapt and create positive change

What we won't do:

- Get stuck in our way of doing things
- Be judgmental and make assumptions that exclude others
- Value seniority, position or profession above insight, potential, ambition or enthusiasm
- Ignore changing times



We create **impact**



What we'll do:

- **Gather evidence and insights** that inform and influence societal change
- **Focus on long-term outcomes** as well as the steps towards them
- **Use evidence** and insights to shape our work and decision making
- **Actively promote our achievements** and recognise the achievements of others

What we won't do:

- **Undertake work that has no evidence of impact**
- **Not actively sharing evidence** and insights which helps others
- **Make decisions without seeking evidence**
- **Take credit for the work and achievements of others**

