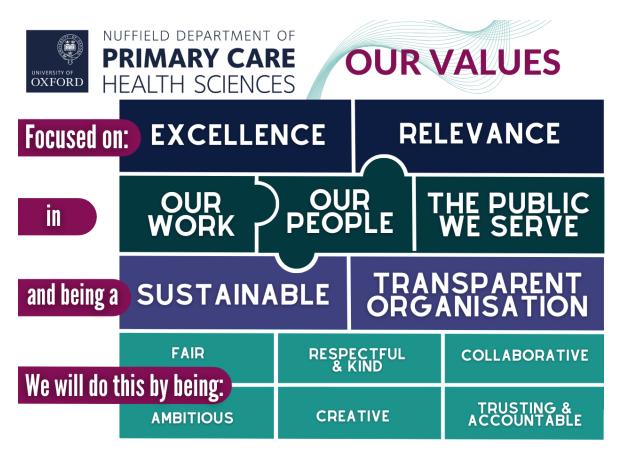In the Department Open Meeting in May, the new department values were shared. Participants were asked to reflect on two questions and share their answers in Vevox.

Pick one of the values and say how it plays out for you (personally, in your team/group or in the dept). Here is what was said:

- Respectful and kind:
    - Treat others with dignity and respect, regardless of their position or status.
    - Create a positive and supportive work environment where everyone feels welcome and valued. This is seen in daily interactions such as at coffee break.
- Collaborative:
    - Be willing to share ideas and information with others, especially across teams.
    - Encourage mentorship and networking between students, EMCRs and senior staff
    - Work together to achieve common goals.
- Ambitious:
    - Set high goals for yourself and your team.
    - Be willing to take risks and try new things.
    - Support for growth and long term career planning
- Fair:
    - Treat everyone equally, regardless of their position or status.
    - Ensure impartiality and remove bias.
    - Distribution of workload and showcasing of work

- Trusting and accountable:
  - Trust your colleagues and give them the freedom to do their jobs well.
  - Be accountable for your own actions and the actions of your team.
  - Be willing to admit when you make a mistake and learn from it.
- Creative
  - Encourage big-picture thinking
  - Make time for exploration
  - Celebrate creativity

Pick another value and tell us what needs to change so people will see us living this value here in NDPCHS. Here is what they said:

- Collaboration:
  - Encourage more incidental meetings and networking outside of teams.
  - Create opportunities for collaboration with other departments.
  - Encourage staff to attend open days and seminars in other departments.
  - Provide space for staff to contact researchers in other departments for coffee and research chats.
- Fairness:
  - Provide equal opportunities for development and progression for all staff, regardless of their role or department.
  - Promote disability inclusion and awareness in the workplace.
  - Reduce the insecurity caused by short-term contracts.
- Respectful and kind:
  - Take action against bad behaviour and bullying.
  - Create a safe space for everyone to speak up.
  - Promote the Golden Rule in the workplace.
- Ambitious:
  - Acknowledge that ambition is different for everyone.
  - Do more to support the development of early career researchers and new ideas.
  - Work to reduce blockers which slow down ambitious research.
- Trusting and accountable:
  - Be transparent about decision-making.
  - Provide open discussion about short-term contracts and possibilities for work opportunities into the future.
  - Encourage staff to contribute to leadership-level conversations.