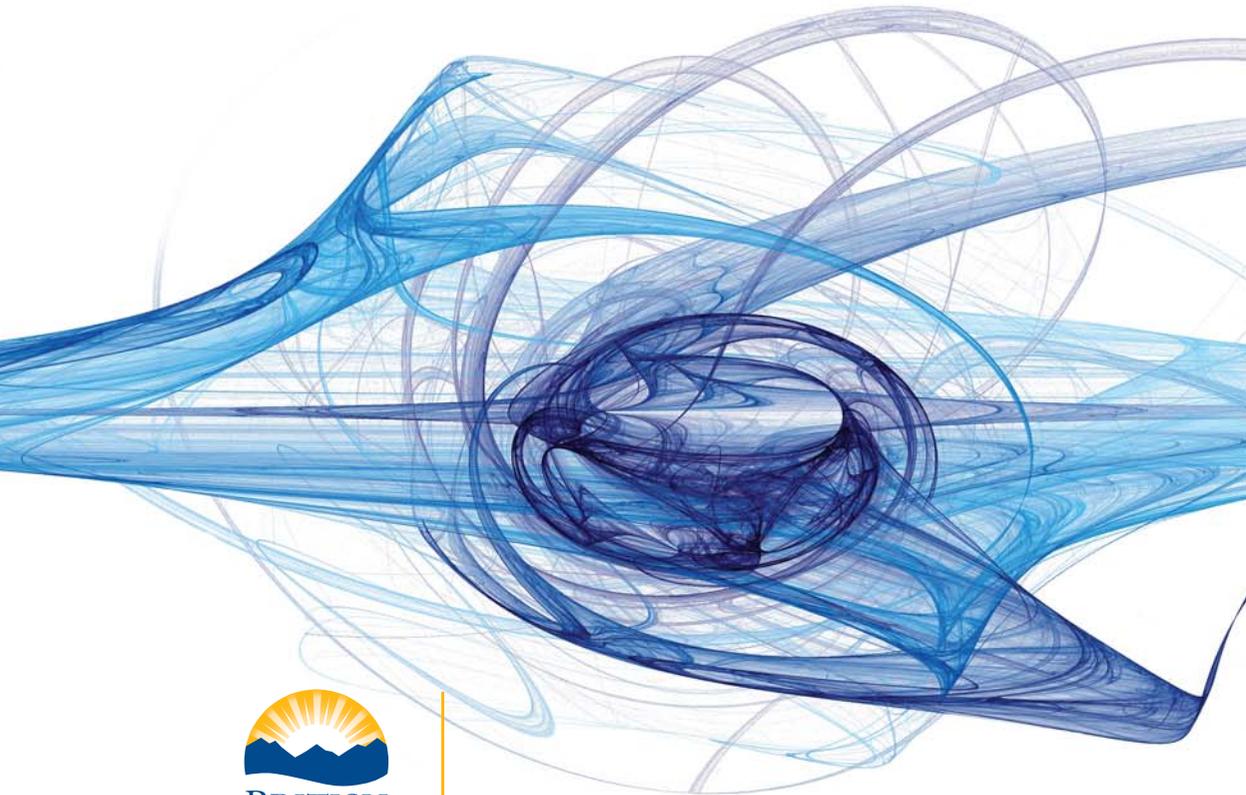


# what we Value

COURAGE, PASSION, SERVICE, TEAMWORK,  
ACCOUNTABILITY, & CURIOSITY



Where ideas work

## The Goal

The BC Public Service is a deeply diverse organization, by virtue of our wide ranging responsibilities to the public, the 200 different types of jobs we offer, the challenges of working in 280 communities across a vast province, and the natural social, demographic and cultural diversity that happens in any group of over 30,000 people.

But at the core, there are things that unite us in the work we do. They are the human qualities that define the approach we each take in the workplace to meet our obligations to the people of British Columbia with the highest level of integrity. They are what set the very best of us apart as exemplary employees, and yet they are qualities that any one of us throughout the organization can demonstrate at the same high level.

The Corporate Human Resource Plan, *Being the Best*, included a commitment to try to define, for the first time, these common traits that we all share. That commitment is based on the understanding that there is more to your work than what you do. If your “hard skills” and technical abilities define what you do in your work on a daily basis, these shared values define how you do that work – regardless of your position or the level at which you work.

## The Question

Defining that set of shared values was, in itself, a challenge. Intuitively, we all recognize them when we see them. But how do you define, in simple, clear language, the essence of how the BC Public Service and its employees conduct themselves as an organization and as individuals?

We started by asking a question:

# What do we value?

## The Answer

In early 2008, employees across the BC Public Service took part in ministry-led discussions to identify the values that shape who we are as an organization. Through focus groups, online discussions, all-staff meetings and a range of other opportunities, employees shared their thoughts on how to answer the question “What do we value?”

The response to the concept of a set of shared values was overwhelmingly positive, with many employees noting the values already exist and had never previously been clearly identified. The input from those consultations was collected and ultimately helped identify courage, teamwork, passion, service, curiosity and accountability as the shared traits that we value in ourselves, in our colleagues and in our organization.

These are the values that make us better as professional individuals and as an organization responsible to the people of British Columbia.

These are the values we expect ourselves and each other to demonstrate and apply, no matter what our role is in the BC Public Service.

These are the values that define how we do our work as a group of 30,000 people applying the best of ourselves to help our province achieve its best.

The professional values of the BC Public Service and its employees are:

**COURAGE**

**PASSION**

**SERVICE**

**TEAMWORK**

**ACCOUNTABILITY**

**CURIOSITY**

## The Role of Values

The development of a shared set of professional values for the BC Public Service follows through on a commitment made in the Corporate Human Resource Plan, *Being the Best*. It supports the fundamental goal of building a stronger sense of community and shared corporate culture across the BC Public Service wherever you work or whatever job you hold.

These values will increasingly become a part of how the BC Public Service works, how we evaluate our work, and how we promote that shift to a stronger, more unified corporate culture. They will become essential elements of employee rewards and recognition, orientation, learning and training. They will influence our hiring and career path policies and, in support of that, they will be incorporated into our performance management framework as a way to recognize the value of the attitude and approach employees bring to their jobs.

The values encapsulate and define the qualities we all aspire to apply. Any individual employee who applies genuine courage, teamwork, passion, service, curiosity and accountability will invariably make a strong contribution to their work unit and make a difference in a more innovative BC Public Service.

Ultimately, the values are a recognition that no matter where you work in the BC Public Service we all share a commitment to a high standard of professional integrity that is reflected in these values and in the corporate culture they help to shape. They are a clear statement to ourselves and to the public of what we value in the BC Public Service.

For more information on the values, visit the @Work employee intranet at

<http://gwww.gov.bc.ca>.



Where ideas work

# Courage

## Always with integrity

“**Integrity**” was the single word most often put forward by employees as a value that defines the BC Public Service. Recognizing the clear importance of integrity to employees and to the organization, it now stands as a single overarching characteristic of the public service.

There is no sliding scale of integrity – you have it or you do not. To perform with integrity is to uphold both the Standards of Conduct for the BC Public Service and to make the individual choice to do what is right as a professional public servant.

True public service cannot exist without an individual and shared commitment to integrity. We will demonstrate the values and we will do so always with integrity above all else.



The BC Public Service is, more than ever before, faced with a host of challenges that demand the courage to adapt, change and innovate. That’s why we value employees who approach their work with the courage to:

- Take thoughtful risks in generating and implementing ideas.
- Be biased toward action.
- Apply imagination.
- Empower others to take initiative even in uncertain times.
- Look beyond the process to see the possible.
- Pursue a vision for the future.

# Teamwork

The vast and complex range of responsibilities to be met by the BC Public Service has always required a commitment to collaboration. That’s why we value employees who in their work understand that teamwork:

- Builds trust by respecting the contributions of others.
- Encourages new ideas.
- Contributes to larger goals and positive engagement.
- Depends on supporting others and sharing information.



# Passion



People choose to work with the BC Public Service and tackle the challenges of building a stronger, healthier, more prosperous British Columbia because they are passionate about our province and its people. Being passionate does not mean you have to be an extrovert. It means you care enough about what you do that you are motivated to apply the best of yourself to achieve your goals. That's why the BC Public Service values employees who approach their work with a passion for:

- Taking pride in their work in service to the public.
- Seeing ideas and people succeed.
- Being a model of motivation and a positive influence for others.

# Accountability



As we strive to be more innovative and be more open to taking thoughtful risks, we must also maintain our responsibility to be accountable to the people we serve. That's why the BC Public Service values employees who demonstrate accountability in their work through:

- Setting clear goals and measuring success.
- Staying focussed on the outcomes government is trying to achieve.
- Taking responsibility for decisions and completing tasks.
- Being consistently proactive in decisions.
- Showing the persistence and tenacity to overcome obstacles.

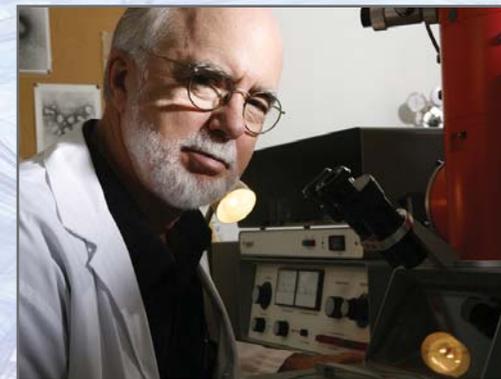
# Service



Serving the needs, interests and expectations of the people of British Columbia and their communities efficiently is the first priority of all of us in the BC Public Service. That's why we value employees who show a commitment to service in their work that includes:

- Maintaining a clear focus on creating positive outcomes for citizens.
- Working collaboratively across government to enable success.
- Valuing different viewpoints.
- Placing organizational objectives ahead of personal goals.

# Curiosity



If we need the courage to innovate, we also just as surely need the curiosity to find alternatives to the status quo. That's why the BC Public Service values employees who approach their work with the curiosity to:

- Seek better ways to achieve goals.
- Pursue opportunities to learn and develop.
- Welcome ideas from others.
- Be willing to learn from failure as well as success.