

Strengths of an Organisation

What works?

DIGITAL CARDS

28 DOUBLE-SIDED CARDS WITH
112 ORGANISATIONAL STRENGTHS

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Strengths of an Organisation

What
works?

change

What works?

- Our growth is sustainable
- We anticipate and embrace change
- We handle disagreement well
- We can be flexible

change





Strengths of an Organisation

What
works?

transparency

What works?

- We have a code of behaviour
- We share information openly
- We are accountable
- We practise what we preach

transparency





Strengths of an Organisation

What
works?

finances

What works?

- We make responsible financial decisions
- We understand our budget
- We manage financial risks
- What we do is cost-effective

finances





Strengths of an Organisation

What
works?

community

What works?

- We are encouraged to be active in our community
- We assist our community
- We evaluate our role in our community
- Our organisation is a good community citizen

community





Strengths of an Organisation

What
works?

diversity

What works?

- What we do is legal
- We respect and discuss differences in work practices
- We understand people's rights
- We celebrate cultural diversity

diversity





Strengths of an Organisation

What
works?

environment

What works?

- We understand that our actions have environmental consequences
- Our organisation takes its environmental responsibilities seriously
- We assess our environmental impact
- We plan in order to reduce our environmental impact

environment





Strengths of an Organisation

What
works?

records

What works?

- We know why records are kept
- Our record-keeping processes and policies are clear
- Our records are kept ethically, legally and securely
- We respond to requests for information respectfully

records





Strengths of an Organisation

What
works?

leadership

What works?

- We participate in decision-making
- We can develop our leadership skills
- Leadership skills are nurtured
- We value teamwork

leadership





Strengths of an Organisation

What
works?

resources

What works?

- We know what we need
- We have the resources we need
- We use our resources effectively
- We look after our resources

resources





Strengths of an Organisation

What
works?

fairness

What works?

- Our rules are fair
- Our rules are applied consistently
- We are not afraid to admit mistakes
- Our organisation is considered fair

fairness





Strengths of an Organisation

What
works?

disputes

What works?

- We know what to do if a dispute occurs
- We accept differences of opinion
- We hear and respond to complaints
- We learn from our disagreements

disputes





Strengths of an Organisation

What
works?

communication

What works?

- Our communication is clear, purposeful and respectful
- We minimise red tape
- Our organisation tells it like it is
- Our communication is timely

communication



Strengths of an Organisation

What
works?

trust

What works?

- We trust each other
- We collaborate
- We get along well
- Our decisions are respected

trust





Strengths of an Organisation

What
works?

planning

What works?

- We share common goals
- Our planning is purposeful
- The way we plan is open to scrutiny
- We plan for the long-term

planning





Strengths of an Organisation

What
works?

roles

What works?

- We review our roles regularly
- We are adaptable
- Work relationships are important to us
- We know what to do

roles





Strengths of an Organisation

What
works?

wellbeing

What works?

- We check levels of wellbeing
- We aim to maximise workplace wellbeing
- We identify potential causes of stress and take action
- We assist those who experience work stress

wellbeing





Strengths of an Organisation

What
works?

management

What works?

- We understand and manage risk
- We cooperate to achieve goals
- We feel respected and supported
- Management provides good supervision and mentoring

management





Strengths of an Organisation

What
works?

values

What works?

- We respect our organisation's values
- We discuss what our organisation stands for
- We share a vision for our organisation's future
- Our organisation values integrity

values





Strengths of an Organisation

What
works?

job satisfaction

What works?

- Job satisfaction is important in our organisation
- We build breaks and variety into our work
- Our organisation is family-friendly
- Our organisation encourages us to consider work/life balance

job satisfaction





Strengths of an Organisation

What
works?

good practice

What works?

- We strive for good practice
- Good practice is well documented
- We are efficient and effective
- We see sustainability as a key feature of good practice

good practice





Strengths of an Organisation

What
works?

health and safety

What works?

- We maintain high standards of health and safety
- We receive appropriate safety training
- We identify and monitor potential health and safety risks
- We respond to health and safety issues quickly and thoroughly

health and safety





Strengths of an Organisation

What
works?

privacy

What works?

- We understand relevant privacy regulations
- We respect and protect everyone's privacy
- We apply our privacy policies consistently
- We deal with breaches of confidentiality appropriately

privacy





Strengths of an Organisation

What
works?

customers

What works?

- Customer service is central to our organisation
- We respond to customers' needs
- We seek feedback from customers
- We treat customers well

customers





Strengths of an Organisation

What
works?

celebration

What works?

- We celebrate our organisation's successes
- We celebrate individual and team achievements
- We acknowledge quiet achievers
- Celebrations add value to our organisation

celebration





Strengths of an Organisation

What
works?

memory

What works?

- We respect skills and knowledge
- We value the organisation's history
- We use experience to assist the way we do things
- Our organisation acknowledges prior experience

memory





Strengths of an Organisation

What
works?

creativity

What works?

- We value creativity and curiosity
- We reward innovation
- We are open to new ideas
- We test different ideas

creativity





Strengths of an Organisation

What
works?

learning

What works?

- Our organisation encourages learning
- We understand that people learn in different ways
- We provide opportunities for learning
- Our organisation meets our learning needs

learning





Strengths of an Organisation

What
works?

evaluation

What works?

- We evaluate our work
- We give and receive feedback
- We act on the results of our evaluation
- We practise continuous improvement

evaluation

