



From mountain to sea

One Aberdeenshire Principles

These Principles represent colleagues' experience of working at our best. These have been developed following significant engagement with all services across Aberdeenshire exploring examples of best practice and what is at the heart of our successes.

The Principles are the cultural aspirations of colleagues which underpin how we will achieve the council's vision to be the best council, from mountain to sea. The Principles will be put into action by shaping our systems, processes and structures around these ambitions by 2020.

1. Everyone brings their 'best self' to work every day.
 - We try to do our best every day, going above and beyond when necessary.
 - We treat each other the way we want to be treated.
 - We recognise that leadership and team-working is for everybody.

2. We are clear about what is expected of us and ask for clarity if unsure.
 - We work in our communities, for our communities.
 - We communicate clearly and honestly with each other.
 - Where our work falls below the standards expected we accept the support offered to improve.

3. We take informed decisions as close to the action as possible.
 - We use information and skills to make the right things happen.
 - Our freedom to make sensible decisions is supported.
 - We are involved in making sure we have as few 'rules' as possible and our ways of working are as simple as they can be.