

Values - A Guide to Supporting Your Performance for Growth

Our values guide how we work, collaborate, and contribute to the University community. During your P4G, reflecting on how you demonstrate these values can highlight your contributions and help identify areas for growth. Below are examples of behaviours that show each value in practice, along with prompts to inspire your reflection.

The acronym ROBES represent the University's core values and provides a clear structure for reflecting on your performance and growth.

University of Galway Vision

[Link to Mission, Vision & Values website page.](#)

Respect

Examples may include:

- **Active Listening:** Listening to hear not to respond. Valuing diverse opinions in team meetings.
- **Inclusive Environment:** Creating a welcoming space for all colleagues and students.
- **Constructive Feedback:** Offering feedback that is both positive and constructive and delivered in a supportive manner that can be used to move forward with.

Reflection: How have you actively listened or supported colleagues in the past year?

Openness

Examples may include:

- **Embracing change:** Considering the benefit the change may bring, viewing it as an opportunity rather than a threat and breaking it down into manageable steps.
- **Transparent Communication:** Sharing information openly and clearly communicating decisions, processes, and the rationale behind actions to support collaboration and trust.
- **Welcoming New Ideas:** Being receptive to innovative approaches and feedback.

Reflection: Describe a time when you adapted to change or welcomed a new idea that benefited your team.

Belonging

Examples may include:

- **Inclusion:** Inclusive practices strengthen trust, collaboration, and meaningful engagement across the University community.

- **Collaboration & Community:** A connected and supportive culture encourages engagement, shared purpose, and collective success in achieving the University's strategic goals.
- **Embracing Difference & Engagement:** Strengthened by embracing diversity of experience and perspective, creating an inclusive environment where all feel valued and connected.

Reflection: How have you contributed to making your team or community more inclusive?

Excellence

Examples may include:

- **Continuous Improvement:** Seeking ways to continuously improve within your role.
- **Impact-Oriented Work:** Focusing on delivering high-quality, meaningful outcomes.
- **Professional Development:** Developing on-the-job skills and knowledge alongside more formal training, where required, to further enhance skills and knowledge.

Reflection: Share an example of a project or task where you improved processes or achieved high-quality outcomes.

Sustainability

Examples may include:

- **Sustainable Resource Management:** Integrating sustainable practices into daily operations by actively reducing waste and conserving resources (e.g., paperless initiatives, energy efficiency).
- **Responsible Decision-Making:** Considering environmental and long-term impacts in all activities.
- **Promoting Wellbeing:** Promoting healthy approaches to your own work and that of your team to foster the wellbeing and resilience of you and your colleagues.

Reflection: What steps have you taken to promote sustainability or wellbeing in your role?

Closing – Reflect, Act, Grow

Your P4G is an opportunity to reflect on how you live the University's values in your role. Consider:

- **Your Achievements:** Which behaviours and actions reflect our values?
- **Areas for Growth:** Where could you develop further to strengthen your impact?

- **Next Steps:** What actions will you take in the coming months to continue embodying these values?

Remember, living our values isn't just about individual success but rather it also helps build a supportive, inclusive, and high-performing University community. Take the time to reflect honestly, celebrate your contributions, and plan for continuous growth.