

Value	Description	Specific behaviour
Optimism	<p>Our vision of <i>“equality, opportunity and wellbeing for every person, in every community”</i> is long-term, ambitious and positive.</p> <p>To achieve this long-term vision, we need to be independent, focused on our vision and pragmatic. We’re not ideological and we’re not connected to any political party.</p> <p>We don’t accept the status quo and we are always searching for different and better ways to do things.</p>	<p>We:</p> <ul style="list-style-type: none"> believe that all people are entitled to live good lives are ambitious, tenacious, opportunistic are problem-solvers, not fault finders embrace intelligent failure value our relationships keep an open mind have a bias toward action care about the future.
Strength	<p>We are a peak body for community organisations in Queensland. We strive to work with our members to achieve our vision.</p> <p>The community services industry forms part of the largest employer group in Queensland. Collectively, our work is motivated by wanting to make the world a better place. QCOSS has the potential to harness this power and use it to create change.</p>	<p>We:</p> <ul style="list-style-type: none"> spend significant time with and listening to our members to understand their work ensure our work is connected to real needs and problems our members are concerned about focus on creating opportunities to communicate with, empower, strengthen, connect and learn from our members mobilise our members and partners identify, connect to and harness power and influence.
Respect	<p>We respect all people, our sector, stakeholders, each other, and our environment.</p> <p>We respect the QCOSS movement and are committed to its longevity. We are financially sustainable and focused on ensuring we have reliable revenue sources and that we deliver high quality work efficiently.</p> <p>We strive to have a high performing culture. This includes providing a good physical work environment, the tools people need to do their job, opportunities to grow and learn and the flexibility needed to ensure we can take care of ourselves and others. It also means we manage poor performance.</p>	<p>We:</p> <ul style="list-style-type: none"> seek and value diversity are a multidisciplinary professional team with diverse expertise and viewpoints consider the environmental impact of our decisions and actions are honest and accountable, frank and respectful try our best act on evidence understand what is expected of us at work take responsibility for our actions celebrate and take care of our colleagues give and take feedback in a professional and sensitive way have high expectations and work in an enabling environment.