

Basketball New Zealand Team Culture



BASKETBALL
New Zealand

MANA RESPECT

How we treat each other

| WE ARE | WE EXPECT TO SEE | WE LOVE TO SEE | WE DON'T WANT TO SEE |
|-------------------|---|--|---|
| Empowering | Supporting each other to enable them to be the best they can be. | People thriving within their workplace. | Controlling behaviour. People not being able to be themselves. |
| Empathetic | People centred approach. We care for each other. | People feeling appreciated within the workplace. | Uncaring and indifferent behaviour. People being treated poorly. |
| Inclusive | People feeling a part of something bigger. People know they have a valuable place in the team. | Connection which leads to a sense of belonging. | People being alienated or isolated. People feeling unheard or voiceless. |

The way we work

TIKA INTEGRITY

| WE ARE | WE EXPECT TO SEE | WE LOVE TO SEE | WE DON'T WANT TO SEE |
|----------------------------|--|---|--|
| Authentic (genuine) | People honouring their promises to the best of their ability. Open and honest conversations. | People expressing gratitude to colleagues. | People talking behind each other's backs. Deceitful and dishonest behaviour. |
| Accountable | Clarity around roles and responsibilities. People taking responsibility for their work and behaviour. | People owning mistakes and celebrating successes. | People blaming others. Unrealistic or unclear expectations of people. |
| Professional | Delivery to high standards. Focus on time and energy on priority work. | Continuous learning and improvement. | People putting their personal interests above the game. Unethical and immoral decisions and actions |

The environment we work in

HONO CONNECTED

| WE ARE | WE EXPECT TO SEE | WE LOVE TO SEE | WE DON'T WANT TO SEE |
|----------------------|--|--|---|
| Communicating | Regular and open communication. People being active listeners, open and supportive. | People feeling free to express their opinions. | People feeling disconnected, alienated or confused. |
| Supporting | A safe and supportive environment. A genuine interest in our collective mahi. | People feeling confident and proud. | People feeling over-whelmed, insecure or incapable. |
| Collaborating | We seek opportunities to work together Team members being involved, engaged and contributing. | People to feel optimistic, energised and courageous. | People to feel controlled, powerless, disheartened Teams working in silos. |

Our success relies on our people feeling

Aroha • Valued • Connected • Supported • Optimistic • Mana