**TO FEEL VALUED AND BE EFFECTIVE, WE NEED…**

* To be heard, listened to and respected
* Decision-making power – to get on with it
* Manager to be there for us in a crisis, when things are difficult
* Clear procedures and policy that is followed by all
* Consistency of approach
* Flexible support from manager
* Good communication, regular, fair for all
* Support to bring in new policies, help to manage change
* The right tools for the job
* Fair employment practice and policies
* Trust
* Blame-free culture
* Administration, practical support
* Praise and constructive feedback
* Work/ life balance