

# Our culture aspiration



# Our culture vision

To nurture a culture of high performance, capability and accountability,  
where people are engaged with what they do and are inspired and  
empowered to continuously improve



Leadership Statement		
As leaders of SQA we are responsible for <ul style="list-style-type: none"> <li>Setting the vision and creating the environment where our people can perform to their potential and deliver for learners, communities, our economy and society</li> </ul>		
Trusted <i>In our leadership role</i>	Progressive <i>In our ways of thinking and leading</i>	Enabling <i>Our teams to succeed</i>
We are open and transparent in our communication and decision making  We demonstrate honesty and integrity in everything that we do  We are consistent, equitable and fair in the way we approach our leadership  We are recognised as credible leaders and actively seek feedback on our leadership performance	We challenge the status quo and embrace new ideas and ways of working  We have an appetite for change and actively seek out best in class performance  We nurture creativity, innovation and leadership  We are accountable for our leadership performance and development  We are responsible for establishing a culture of progressive thinking	We set and uphold high standards of behaviour in line with our values  We create a safe environment for people to experiment and learn  We develop and support our people to achieve their full potential  We encourage cross-organisation collaboration to support learning and exchange of best practice  We equip our people with the resources and environment to succeed

# SQA Values

## Trusted

*We act in ways that build confidence with our colleagues, customers and all our stakeholders*

We do this by:

- Demonstrating integrity and respect for others
- Having a strong sense of accountability and consistently meeting commitments
- Being transparent in our activities and communications
- Proactively contributing to problem solving efforts without blame
- Striving for a safe, inclusive and collaborative work environment
- Delivering best value for money
- Our actions speaking louder than our words



# SQA Values

## Progressive

*We are aspirational in our efforts and achieve challenging goals that position us as leaders in our field and in our ways of working*

We do this by:

- Stepping out of our comfort zone and setting transformational objectives
- Collaborating with our colleagues, customers and stakeholders to develop new and better ways of working
- Being curious and learning every day
- Identifying and continuously eliminating waste in our business processes
- Benchmarking the best and learning from them



# SQA Values

## Enabling

*We support and empower our people and our customers to achieve their goals*

We do this by:

- Having our customers needs at the heart of what we do
- Providing opportunities for our people to learn and grow
- Listening to what people are saying and understanding why it is important to them
- Collaborating with our colleagues, customers and stakeholders to solve problems
- Proactively identifying obstacles and working together to overcome them
- Developing partnerships and relationships that are fair and beneficial for all

