

A clear, committed and confident council

We are clear

- We understand the needs of Carlisle residents and businesses.
- Our plans respond to these needs and are straightforward and easily understood.
- Our day to day work and resources are consistent with our priorities.
- We know what is expected of us and what our personal priorities are.
- We know when we are doing a good job.
- We all do our best to create clarity in how we work.

We are committed

- We have a positive 'can-do' culture.
- We are dedicated to playing our part for the benefit of the City Council and Carlisle.
- Our ideas and concerns are listened to and together we solve our problems and get the job done.
- We feel proud to work for the City Council and are loyal to the organisation.
- We recognise that an important part of our work is encouraging commitment from our colleagues.

We are confident

- We have the freedom to get on with our job and feel supported to perform at the highest level.
- We have self-belief and optimism. This comes from being trusted to do a great job and from knowing that our managers will support us.
- We are constantly improving and learning.
- We understand the importance of supporting colleagues so that they can be confident in their work.