



UNIVERSITY OF  
PORTSMOUTH

# THE PORTSMOUTH HALLMARK



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# THE PORTSMOUTH HALLMARK

## Putting our values into practice

At the University of Portsmouth, success is about how you do things, as much as what you do. A clear set of attributes helps to create a positive working environment where people can excel. Performance and Development Reviews (PDRs) are an opportunity to discuss how people go about achieving results, recognise attributes, build on strengths and highlight areas for further development. Set against our values of open, ambitious and responsible, each attribute in The Portsmouth Hallmark is illustrated by examples of positive behaviours to help provide clarity. The examples are not exhaustive, and there will be many others that equally demonstrate the attributes.

The Portsmouth Hallmark supports the University Leadership Attributes ensuring consistency of behaviours among our staff and our leaders and managers. This enables staff to see how they can further develop should they wish to progress to a leadership or management role.

## Our values

**Ambitious**

**Responsible**

**Open**

## The Hallmark Statements

Our people will:

<p>Be proactively engaged in, and proud of, working for the University, and strive for excellence in all they do in order to achieve the best outcomes for the University and its students.</p>	<p>Have an excellent understanding of their role and the part they play in ensuring that the University achieves its strategic aims.</p> <p>Be engaged, with a sense of professional responsibility linked to a culture of valuing equality, diversity, difference, respect and sustainability.</p>	<p>Be passionate and effective advocates in promoting the University to the wider community and with intercultural skills that facilitate international collaboration.</p>
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## Examples

<ul style="list-style-type: none"> <li>• Has high expectations of themselves, supporting and encouraging others to do the same.</li> <li>• Seeks and acts on feedback to improve work, procedures and processes.</li> <li>• Maintains sight of the vision even when challenged by day-to-day pressures.</li> <li>• Encourages a University-wide perspective.</li> <li>• Creates momentum and positive attitudes about what needs to be done.</li> <li>• Shows a commitment to improving the University by engaging in training events.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensures self and others are clear about what is expected and how that contributes to strategic plans.</li> <li>• Takes responsibility, plans and prioritises own work in order to achieve agreed tasks and/or objectives.</li> <li>• Is honest, inclusive and impartial, treating everyone with dignity and respect.</li> <li>• Challenges behaviour and practices which are not in keeping with respect for others.</li> <li>• Proactively supports and engages with Equality and Diversity-led initiatives and activities.</li> <li>• Conducts themselves at all times to the highest possible standards of performance and behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>• Builds and nurtures relationships and networks that are beneficial to the University.</li> <li>• Liaises with external bodies, suppliers and other bodies in a professional manner in line with University guidance.</li> <li>• Understands the benefits of working with others and works cooperatively.</li> <li>• Inspires others by their enthusiasm and professionalism, and willingness to collaborate.</li> <li>• Shares information and ideas willingly, encouraging constructive debate.</li> <li>• Engages positively with students, staff and other key stakeholders.</li> </ul>
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## Supports the Leadership Attribute:

Empowering individuals	Leading by example	Facilitating collaboration
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## Our values

**Ambitious**

**Responsible**

**Open**

### The Hallmark Statements

Our people will:

<p>Have the ability to work independently as well as collaboratively, coming up with creative and better ways of doing things, embracing change and challenges as they arise.</p>	<p>Be able to work in a range of environments, responding positively to new situations by being aware, flexible, agile and realistic in their expectations.</p>	<p>Be effective team players, able to communicate clearly and effectively, supporting all members of the University community.</p>
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### Examples

<ul style="list-style-type: none"> <li>• Reviews what we do, generates creative ideas and implements practical solutions.</li> <li>• Remains open-minded and curious.</li> <li>• Demonstrates a proactive approach to problem solving.</li> <li>• Recognises the need for change and sees it as a positive opportunity.</li> <li>• Embraces and identifies ways to diversify income and improve revenue.</li> <li>• Draws on others' knowledge, skills and experience to help make team decisions.</li> </ul>	<ul style="list-style-type: none"> <li>• Is resilient and flexible when responding to conflicting priorities.</li> <li>• Considers best use of resources and ways of reducing costs to improve efficiency.</li> <li>• Embraces new approaches or ways of doing things, such as new technologies, techniques and working methods.</li> <li>• Finds ways to overcome obstacles to progress, even in challenging circumstances.</li> <li>• Demonstrates flexibility and responds by adjusting plans in light of new developments, unforeseen changes or demands.</li> <li>• Effectively manages workload, making best use of the resources available.</li> </ul>	<ul style="list-style-type: none"> <li>• Consults and involves others as appropriate.</li> <li>• Shows empathy – listens and responds appropriately to others.</li> <li>• Contributes to group decisions and supports the achievement of team goals.</li> <li>• Recognises and acknowledges others' achievements and expertise.</li> <li>• Shares information and keeps others informed.</li> <li>• Embraces difference and the value it brings to the staff and student body.</li> </ul>
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### Supports the Leadership Attribute:

Enabling innovation	Responsive and agile	Developing teams
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