

Core Values Fact Sheet

Core values are the philosophical underpinning or underlying principles for the *Criteria for Performance Excellence*, and are specific to each sector – business, education, and health care. They are embedded in the Criteria requirements.

Where to look for core values

- On pages 49-54 of the Criteria booklet (page numbers may be different in Education and Health Care versions)
- Reflected in an organization's performance excellence system

Core values are used

- To obtain a high-level view of the underlying principles common to high performing organizations within a particular sector
- As an organizational framework for developing key themes comments

Core values are NOT used

- As an independent assessment dimension – in other words, do not evaluate applicants against the core values

Example of how to use a core value

“The team structure supports the applicant's focus on organizational and personal learning and demonstrates the high value it places on employees and partners.”

This example illustrates the way the organization operates in a way that reflects the Criteria core values, thus it is a good example of how to use core values in organizing and constructing a key theme.

Example of how NOT to use a core value

“Senior leaders may lack visionary leadership in the way they set expectations and endeavor to stimulate innovation among employees.”

This is not an appropriate example for using core values because in this instance the core value is being used as an independent assessment dimension.