



My Therapy Crew

VISION AND VALUES 2022

VISION

**TO MAKE A POSITIVE
IMPACT IN THE LIVES OF
OUR CLIENTS AND CREW.**

VALUES

Always Learning

Let's Grow

We are committed to being curious about new ideas, innovation and improving best practice. We value honesty and accountability, and we achieve this through transparent and clear communication. We grow from reflecting on our mistakes, receiving feedback and observing experts.

Standards

- Seek + demonstrate understanding
- Practice before analysis
- Receive feedback well
- Communicate effectively
- Reflect and grow

"Being willing to be teachable and learn from clients and other team members. Finding ways of doing things better. "

- Nicole



"Always learning to me means to have an open and curious mind. To embrace discomfort and allow myself places and ways to grow. "

- Jenny

VALUES

Contributing

Let's Invest

We are passionate about our profession and are committed to supporting Allied Health professionals to have a positive impact. We empower our crew to share their knowledge and skill, that they might flourish.

Standards

- Cheer the crew
- Share knowledge and ideas
- Lead and participate
- Volunteer and donate

"Always giving within your limits whether this be in your areas of choice or to help the greater good of My Therapy Crew vision/direction."

- Andrea



"Being an active part of workplace groups and contributing suggestions to improve our work helping others."

- Brittany

VALUES

Dependable

Let's do it well

We are dedicated to bringing our best professional selves to every part of our role and we seek to proactively grow in our understanding and the practice of clinical expertise. We are committed to achieving outstanding outcomes through finding innovative solutions for our clients and crew.

Standards

- Adapt to situational expectations
- Practice self-awareness
- Pursue solutions
- Finish well
- Commit to rigour - be thorough

"A commitment to provision of consistent, reliable and high-quality therapeutic service."

- Jenny B



"People can depend on you, trust and rely on you "

- Amie

VALUES

Nurturing

Let's care

We are warm and approachable with a nurturing spirit towards our clients and crew. We demonstrate this by being considerate and helpful to ensure we foster a caring and supportive environment.

Standards

- Be Approachable & Helpful
- Lead by example
- Listen first
- Create meaningful interactions
- Build relationships

" Being warm and inclusive so others feel a sense of belonging. "

- Anthea



STANDARDS

Always Learning

Let's Grow

- Seek + demonstrate understanding
- Practice before analysis
- Receive feedback well
- Communicate effectively
- Reflect and grow

Contributing

Let's Invest

- Cheer the crew
- Share knowledge and ideas
- Lead and participate
- Volunteer and donate

Dependable

Let's do it well

- Adapt to situational expectations
- Practice self-awareness
- Pursue solutions
- Finish well
- Commit to rigour - be thorough

Nurturing

Let's Care

- Be Approachable & Helpful
- Lead by example
- Listen first
- Create meaningful interactions
- Build relationships

VALUES

Always Learning

Let's Grow

We are committed to being curious about new ideas, innovation and improving best practice. We value honesty and accountability, and we achieve this through transparent and clear communication. We grow from reflecting on our mistakes, receiving feedback and observing experts

Contributing

Let's Invest

We are passionate about our profession and are committed to supporting Allied Health professionals to have a positive impact. We empower our crew to share their knowledge and skill, that they might flourish.

Dependable

Let's do it well

We are dedicated to bringing our best professional selves to every part of our role and we seek to proactively grow in our understanding and practice of clinical expertise. We are committed to achieving outstanding outcomes through finding innovative solutions for our clients and crew.

Nurturing

Let's Care

We are warm and approachable with a nurturing spirit towards our clients and crew. We demonstrate this by being considerate and helpful to ensure we foster a caring and supportive environment.



BEHAVIOURS

Always Learning

Let's Grow

- We are watchful for, and sharing of, new and helpful information
- We ask thoughtful questions
- We look for opportunities to grow via shadowing & experiencing variety
- We respect our colleague's time and we are committed to attending PD
- We learn from all levels of crew members
- We take ownership of our own learning
- We ask for feedback
- We receive constructive feedback well by being grateful, taking time for careful assessment, and making appropriate changes to incorporate feedback
- We stand by our convictions, continue to assess professional judgement and employ critical thinking

Contributing

Let's Invest

- We proactively advance research
- We provide supervision
- We attend OT Australia and other industry events
- We have students working with us and on placement
- We involve ourselves in teaching and lecturing
- We take opportunities to volunteer
- We intentionally create space in our calendars to help and connect with others
- We create and share resources
- We identify opportunities for growth and champion action plans for its fruition
- We are supportive of our crew members
- We are eager to share knowledge with the rest of the crew



BEHAVIOURS

Dependable

Let's do it well!

- We check to see that our scope and alignment are on track
- We pursue solutions that effectively address the problem
- We don't give up until we have explored all reasonable options
- We take care to bring our tasks to completion as best we can
- We are professional and polite in all our interactions
- We do our best to prepare for situations that we find difficult and draining
- We are approachable and friendly and manage our stress appropriately
- We seek help when we are struggling
- We regularly assess our strengths and weakness
- We give the benefit of the doubt and always try to see the best in others
- We do what we can to build others up, especially in their absence
- We endeavour to demonstrate that we sincerely care for others

Nurturing

Let's care!

- We lead by example and demonstrate a nurturing spirit to all
- We make ourselves available; either now or later at a scheduled time
- We appreciate our crew by celebrating their wins and triumphs
- When facing problems and conflict, we are solution-focused by diagnosing what went wrong and moving to how can we make things right
- We are flexible and extend appropriate trust and autonomy to our crew
- We value and promote psychological and physical safety
- We are aware that growth means change and we support each other through difficult times
- We care for each other by providing constructive feedback to align behaviour with values and standards
- We value getting to know other crew members
- We love being part of the crew and are not shy about showing it