





			As a colleague (everybody)	Additionally, as a leader
Integrity	To do the right thing acting in accordance with ethical principles, considering the policies and values of firm		<ul style="list-style-type: none"> • I act with integrity and protect our reputation to maintain trust in our brand • I am not afraid to speak up and challenge when something is not right or could be better • I have the courage to make the right decisions even when they are not easy 	<ul style="list-style-type: none"> • I build awareness and understanding in my team for their accountability • I embrace and promote an understanding of fairness for all stakeholders in how we do business (clients, team, shareholders) • I foster a safe environment to speak up and challenge
Excellence	Excel in every aspect of our business and approach every task with the mindset of producing high quality outcomes		<ul style="list-style-type: none"> • I strive to do the best for the MP clients and refrain from using a 'one size fits all' approach. • I strive to do my very best everyday by bringing energy, passion, positivity and 'can do' attitude to work • I strive for self-development and keeping up to date with industry changes 	<ul style="list-style-type: none"> • I inspire people to think differently and find innovative ways to do things • I create an environment where you can bring your authentic self to work and I adapt my style to bring out the best in everyone • I coach and mentor my team to align with worlds best practice
Collaboration	Work collaboratively to achieve outstanding outcomes for our clients and the business		<ul style="list-style-type: none"> • I value my colleagues for the differences they bring • Listen, understand and challenge the status quo • I respect and appreciate contributions from others 	<ul style="list-style-type: none"> • Foster and develop internal and external relationships • I acknowledge and celebrate individual and team successes • With appropriate input from others, I make and communicate effective decisions in a timely manner
Ownership	Taking ownership of my actions and being mindful of the impact on others		<ul style="list-style-type: none"> • I seek to understand and deliver what is expected of me • I take initiative to achieve positive outcomes • I acknowledge mistakes, escalate them quickly and learn from them 	<ul style="list-style-type: none"> • I set clear expectations for each person and the team • I lead by example to drive performance and behaviour • I inspire and motivate others by living the MP+ values