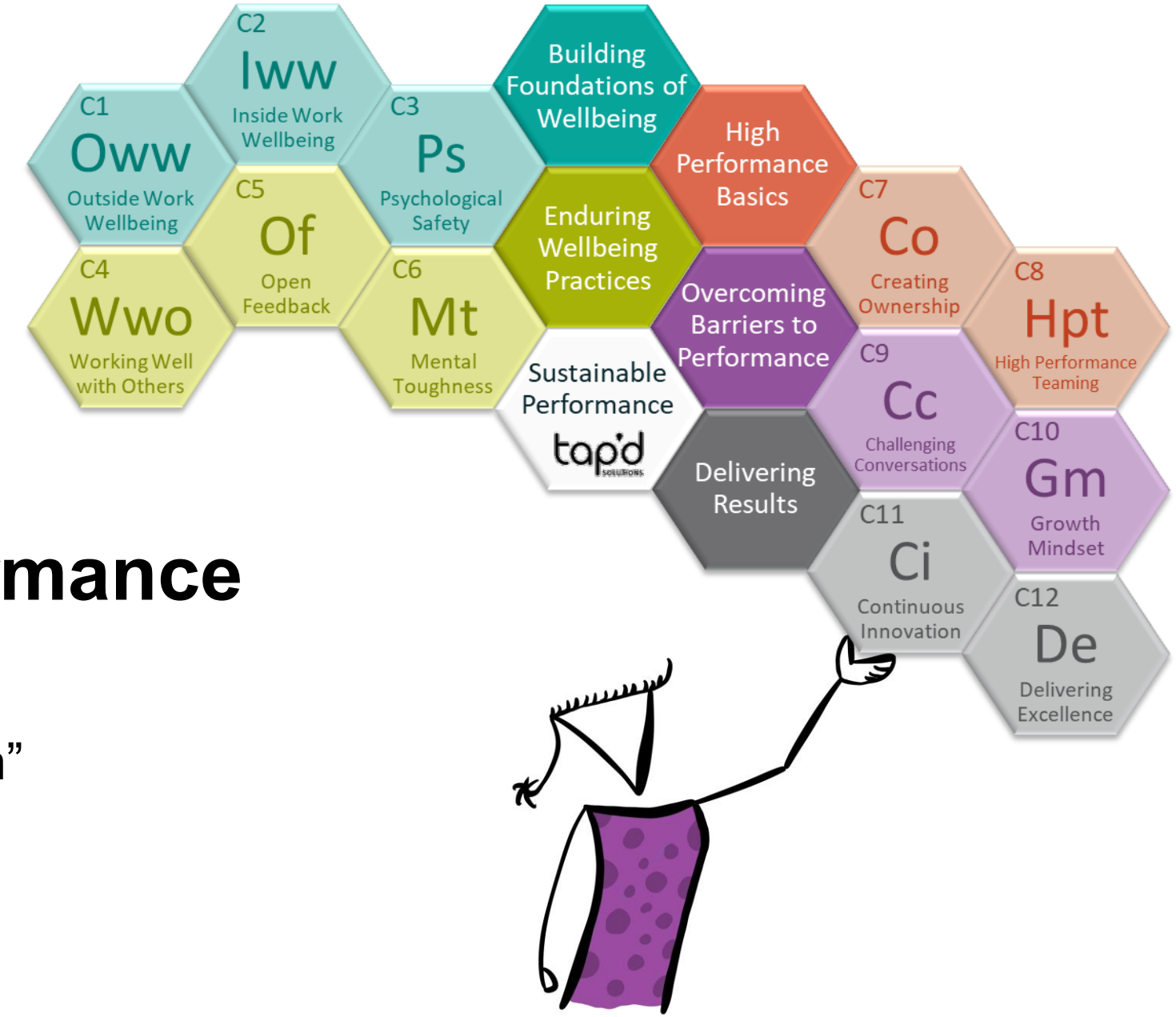
Sustainable Performance Framework

Team Results for “Team Anon”




SUSTAINABLE
PERFORMANCE

What is Sustainable Performance?

Sustainable performance in the workplace refers to the ability of an organisation, team, or individual to:

- consistently achieve high levels of
  - productivity,
  - effectiveness,
  - and well-being over the long term,

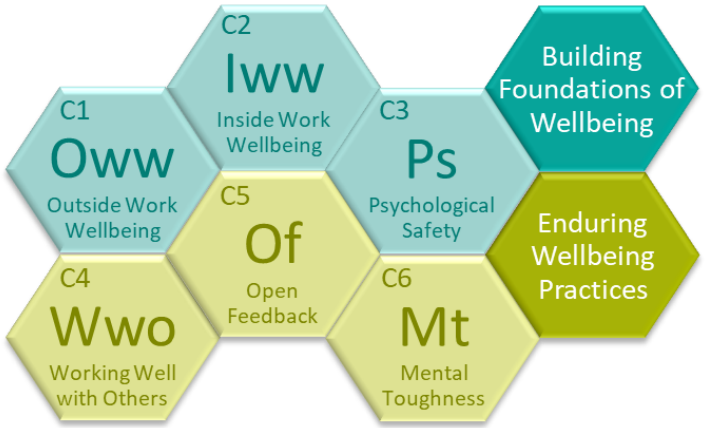
without compromising future performance or the health of its people.

When individuals feel mentally, emotionally, and physically supported, they are not only more resilient, but also more focused, more innovative, and more willing to give discretionary effort: the voluntary, extra input that drives exceptional outcomes.

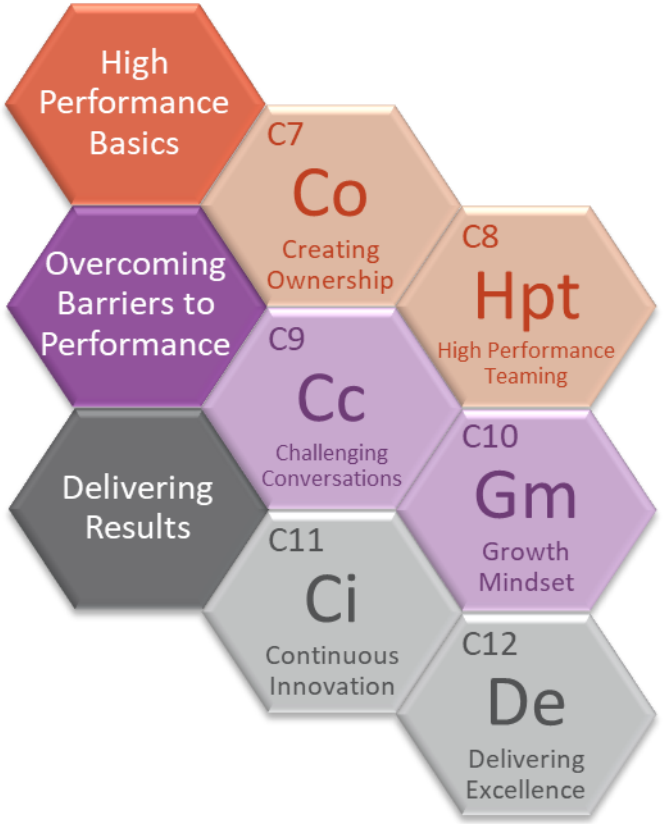
The Facets and Components of the Sustainable Performance Framework

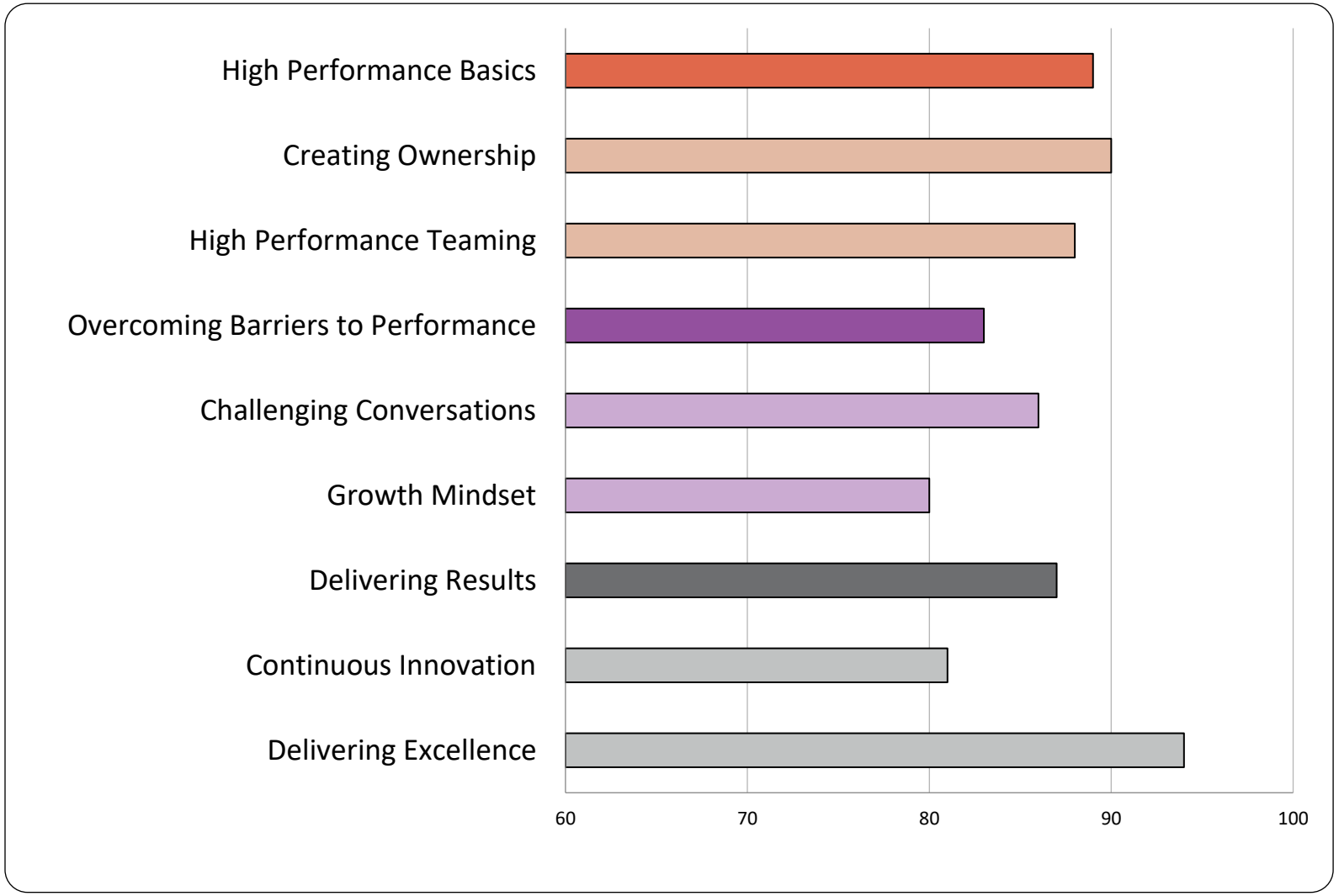
Team Results by Facet

Team Results – “Sustainable” Facets and Components

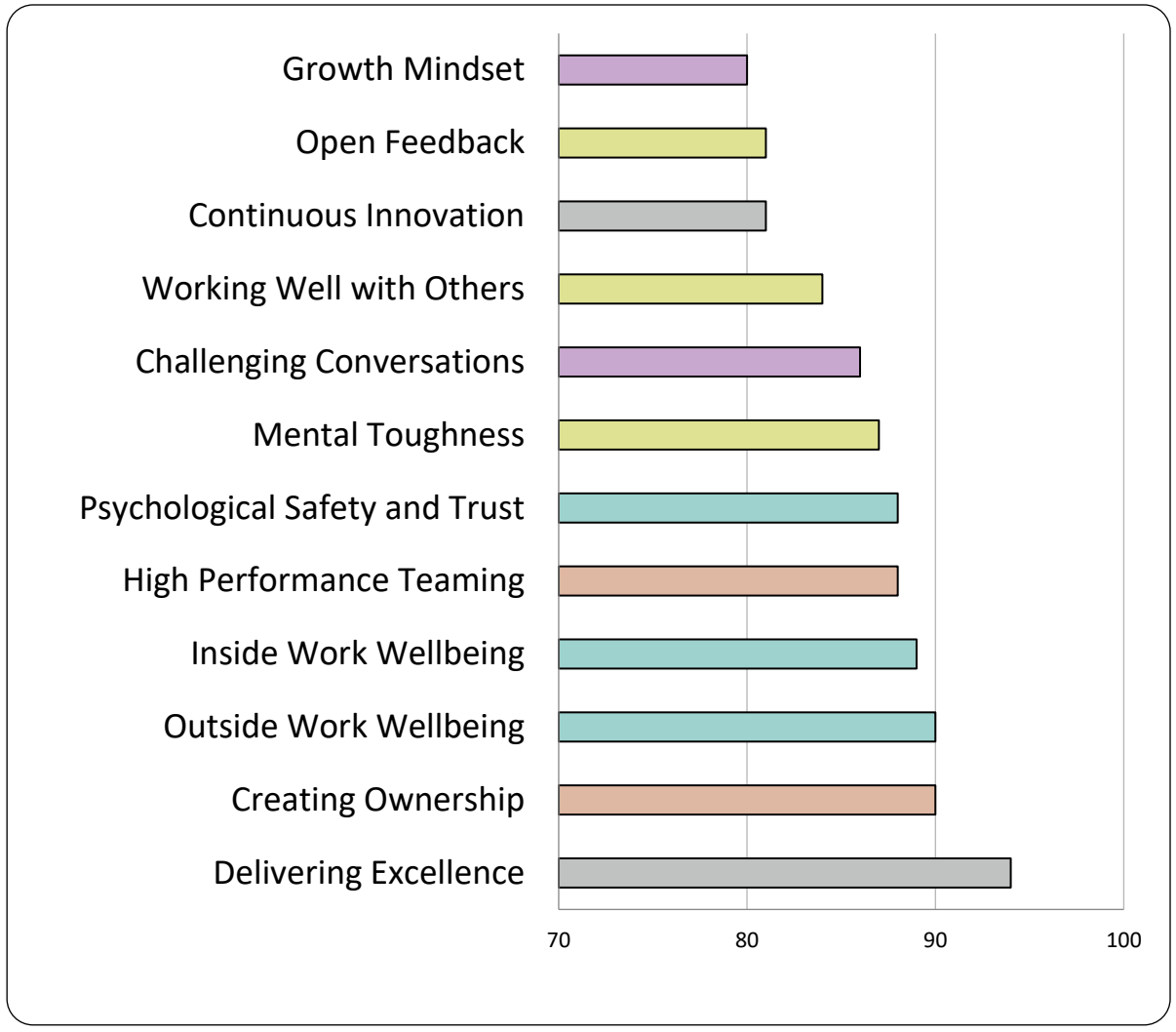


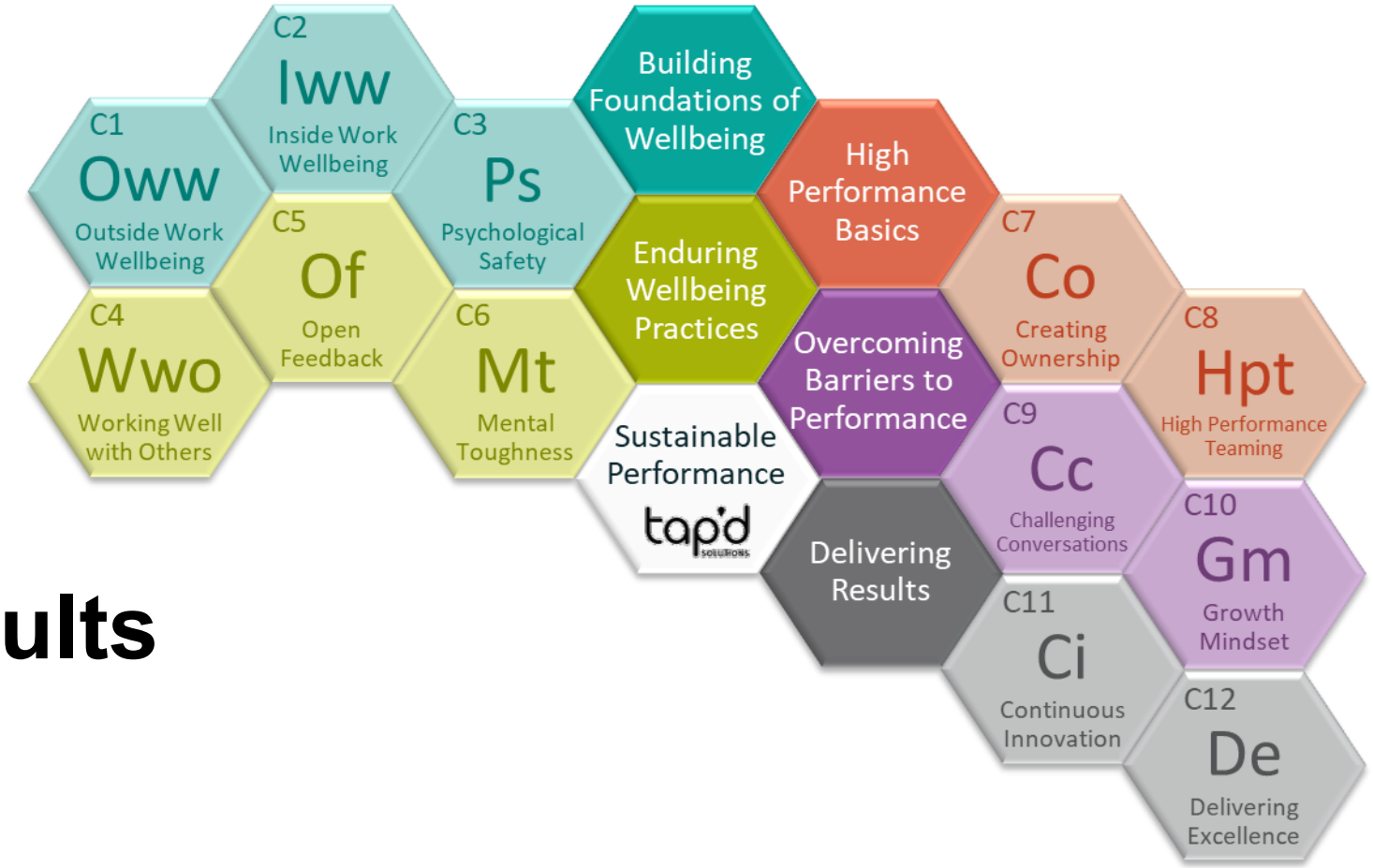
Team Results – “Performance” Facets and Components





Team Results – Highest to Lowest Component





Detailed Team Results

By Component and Item

Component 1: Outside Work Wellbeing

- Outside work wellbeing means recovering well between work shifts and maintaining a positive work/non-work border.
- It is the ability to mentally and physically switch off from work responsibilities during non-working hours.
- It involves creating clear boundaries between work and personal life, engaging in activities that restore energy, and allowing the mind and body to rest and reset.
- This is particularly important in today's environment, where digital connectivity can blur the line between professional and personal time.

Outside Work Wellbeing	**89.5%**
I feel supported to take time to rest and recover between work shifts without negative judgement.	87.5%
I have outside work hobbies and/or activities that recharge my batteries.	84.4%
My manager respects my non-working hours and does not expect responses outside agreed working times.	96.4%

Component 2: Inside Work Wellbeing

- Understanding the risk of overwhelm and burnout means recognising the signs of excessive stress, emotional exhaustion, and chronic workload pressure that can negatively impact wellbeing and performance.
- Overwhelm occurs when demands exceed an individual's capacity to cope, while burnout is a prolonged response to this stress, often characterised by fatigue, detachment, and reduced effectiveness.
- It's essential to identify both the personal and systemic factors that contribute to these states and to be proactive in managing them.

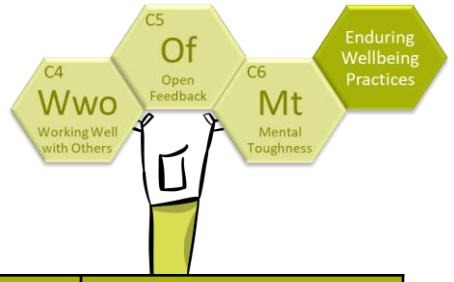
Inside Work Wellbeing	89.1%
I feel able to talk to my manager if my workload becomes unmanageable or overwhelming.	96.4%
I think the demands of my job balance well with the resources (team, access to line manager, etc) that I have available to me.	88.5%
I can recognise signs of overwhelm or burnout in myself and feel supported to take action.	85.9%

Component 3: Psychological Safety & Trust

- Psychological safety is the belief that you can speak up, share ideas, ask questions, and raise concerns at work without fear of embarrassment, punishment, or negative consequences.
- It creates an environment where individuals feel respected and accepted, regardless of their role or seniority.
- When psychological safety is present, people are more likely to contribute openly, take interpersonal risks, and engage honestly with one another, knowing that their input is valued.

Psychological Safety and Trust	88.1%
I feel comfortable speaking up or asking questions in team meetings, even if I'm unsure or might be wrong.	90.6%
When I make a mistake at work, I feel safe to admit it without fear of blame or negative consequences.	88.0%
I can bring my real self to work and be authentic to my own values.	85.4%

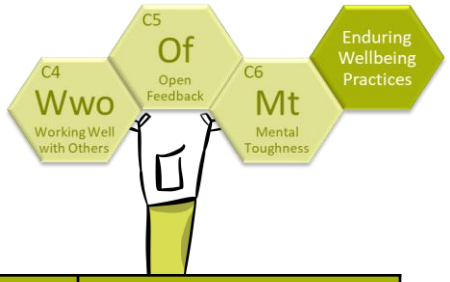
Component 4: Working Well with Others



- Working well with others is about communicating together with empathy, understanding, and a collaborative mindset.
- It means building relationships based on mutual respect, active listening, and a willingness to support one another's success.
- It involves recognising different perspectives, valuing each person's contributions, and approaching interactions with curiosity rather than judgment.
- Collaboration thrives when individuals are motivated not only by their own goals but also by the shared success of the team.

Working Well with Others	**84.6%**
I notice when others are struggling in the team before they ask for help.	79.2%
When working towards my goals, I try to align them to support the delivery of others' goals within the team.	85.9%
I encourage ideas from other members of my team to help me be better.	88.0%

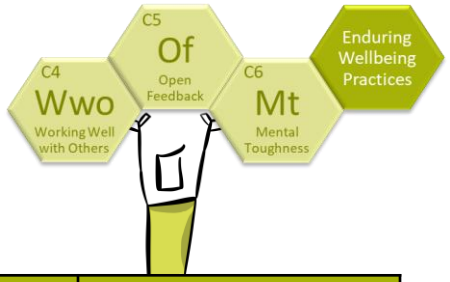
Component 5: Open Feedback



- Open feedback is about both the giving and the receiving of honest feedback.
- It involves sharing observations, suggestions, or concerns in a respectful and constructive manner, with the intention of supporting growth and improving performance.
- It also requires the ability to actively listen and respond non-defensively when receiving feedback.
- When done well, feedback is timely, specific, and focused on behaviours rather than personal traits, fostering mutual understanding and development.

Open Feedback	**80.9%**
I feel comfortable giving constructive feedback to colleagues, including those more senior than me.	80.2%
I think feedback between all the team members and I is plentiful and delivered in a constructive way.	76.6%
When I receive feedback in work, I am not defensive and respect that it is given in good faith.	85.4%

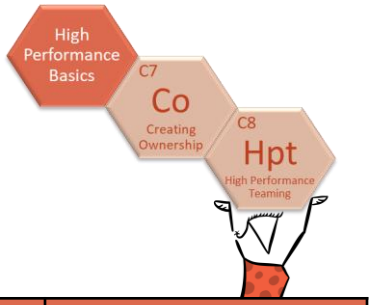
Component 6: Mental Toughness



- Mental toughness refers to the ability to remain focused, motivated, and adaptable when facing challenges, setbacks, or pressure.
- It involves managing stress effectively, maintaining a positive mindset, and bouncing back from difficulties without losing confidence or commitment.
- These qualities help individuals cope with uncertainty and change while sustaining their performance and wellbeing over time.

Mental Toughness	**87.7%**
I can remain focused when facing challenges and can cope with the pressure involved.	89.6%
I can bounce back from times of pressure, even as it fluctuates over time.	87.5%
I can maintain a positive mindset in times of uncertainty.	85.4%

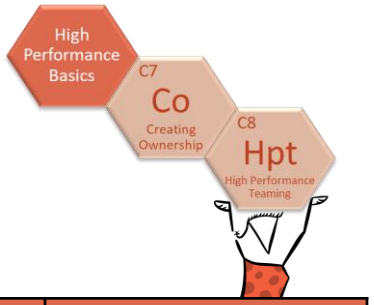
Component 7: Creating Ownership



- Creating ownership means taking responsibility for one's work, actions, and outcomes with a strong sense of pride and commitment.
- It involves understanding how your role contributes to the wider organisational purpose and being motivated by that connection.
- Role modelling ownership means demonstrating accountability, integrity, and enthusiasm, inspiring others to do the same and fostering a culture of collective responsibility.

Creating Ownership	**90.5%**
I feel empowered to take responsibility for my work and make decisions that impact outcomes.	87.5%
I understand how my role contributes to the organisation's overall purpose.	87.5%
I take pride in my work and am committed to deliver my targets.	95.8%

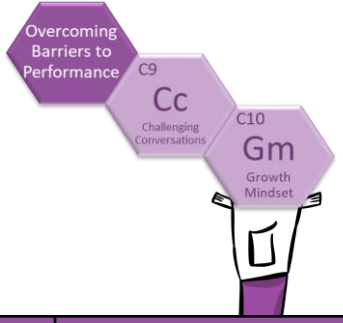
Component 8: High Performance Teaming



- Creating a high performing team involves creating a common set of principles and ways of working that guide how team members interact, make decisions, and achieve goals together.
- These shared values act as a foundation for trust, respect, and collaboration, ensuring everyone is aligned on what is important and how success is defined.
- When teams collectively embrace these behaviours, they operate more cohesively and effectively.

High Performance Teaming	**88.0%**
Our team has clear purpose that I understand fully.	89.6%
The team works together to deliver our goals.	88.0%
My team treats each other consistently in line with our shared values.	85.9%

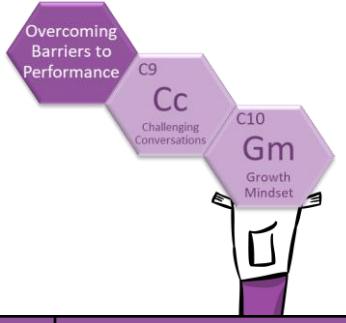
Component 9: Challenging Conversations



- Challenging conversations is about engaging in honest and respectful dialogue about sensitive or complex issues, such as performance concerns, conflicts, or misunderstandings.
- These conversations often require courage, empathy, and clear communication to address problems constructively rather than avoid them.
- The aim is to resolve issues, clarify expectations, and build mutual understanding while maintaining positive working relationships.

Challenging Conversations	**86.3%**
When I have differing views with others, I work to resolve these in a positive way.	87.0%
I am honest when I communicate and say my real truth as soon as is appropriate.	86.5%
I see differing views and challenge as a route to better outcomes.	84.9%

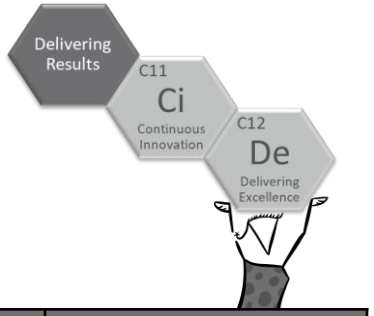
Component 10: Growth Mindset



- A growth mindset is the belief that abilities and intelligence can be developed through dedication, learning, and effort.
- It encourages individuals to embrace challenges, persist in the face of setbacks, and view failures as opportunities to grow rather than as reflections of their limitations.
- This mindset fosters continuous personal and professional development by promoting curiosity, resilience, and a proactive approach to learning.

Growth Mindset	**79.9%**
I constantly seek opportunities to grow my skills for my current and/or future roles.	83.9%
I look at failure as a great way to learn and grow.	81.3%
I constantly seek opportunities to take me out of my “comfort zone”.	74.5%

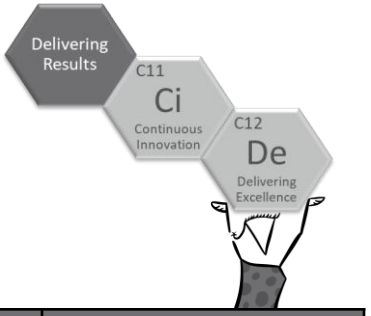
Component 11: Continuous Innovation



- Continuous innovation is fostering a culture of innovation and seeking change opportunities means encouraging a proactive attitude where individuals and teams actively look for new ideas, improvements, and creative solutions to challenges.
- It involves embracing curiosity, learning from failures, and being open to experimenting with different approaches to drive progress.
- This mindset values adaptability and continuous improvement as core elements of personal and organisational success.

Continuous Innovation	**80.5%**
I face challenges with curiosity and as a way to innovate.	81.8%
I look at failure as a path to deliver better outcomes next time.	79.7%
I constantly seek opportunities to become more effective in my role.	79.7%

Component 12: Delivering Excellence



- Delivering excellence involves creating and owning accountability; the assignment of responsibilities to the right individuals while clearly defining expectations and ownership.
- It requires trust in team members to carry out their roles effectively and the team member's willingness to hold oneself accountable for their results.
- For excellence to be delivered, work needs to be distributed efficiently, decisions need to be made at appropriate levels, and quality standards need to be consistently met.

Delivering Excellence	**94.0%**
I am accountable for the outputs of my work.	96.4%
I strive to deliver the best quality work on schedule at all times.	94.3%
I have the skills to do my job and actively seek ways to deploy them to the best of my abilities.	91.1%