

# Using the blueprint framework

## Foundational understanding (mind-set)

**Each person is a someone, not a something**  
(Dignity and value of people)

Do I see people as more than merely a means to achieving business objectives? Am I actively listening to understand, make sense, learn and respond, or waiting to tell and sell?

**Delivering value by serving society**  
(The common good)

Am I inviting people to help create or support something that they believe in and can take pride in, or am I asking them to support something that I have decided is desirable?

## Evolving thinking which shapes habitual behaviour

**Other people matter**  
(Solidarity)

Am I actively seeking to serve the broadest community?

Am I serving those in my existing or immediate community?



Am I serving my own self-interest?

**Freedom with responsibility**  
(Subsidiarity)

Am I trusting and enabling others in decision-making to help them thrive and grow?

Am I enabling others to make decisions, but resuming control when I deem it necessary?



Am I prioritising timely decision making over the growth of others?

**Building trust and trusted relationships**  
(Reciprocity)

Am I generously sharing my time and knowledge with others?

Am I providing other people with the information they need?



Am I trading my time and knowledge as favours to 'call in' at a later time?

**Valuing diversity and building bridges**  
(Plurality)

Am I actively embracing diversity of thinking and cultures and engaging with critics to test my thinking?

Am I relying on others to offer their critique, but not actively seeking it out?



Am I 'playing it safe' to avoid conflict and quell dissent?

**Stewardship of people, values and resources**  
(Sustainability)

Am I developing people, replenishing resources and collaborating with others for the benefit of all?

Am I seeking to minimise my own negative impact?



Am I using, extracting and depleting?