We value LIST OF INDICATORS

(2013 update)

#	Statement (values-based indicator)
1	People speak courteously to each other
2	People have replicated a project or approach in other contexts
3	People explore their own ideas and/or reflect on their own individuality
4	People are (a) encouraged, (b) supported, to fulfil their responsibilities
5	People do not talk negatively about others in their absence
6	Organisation's environmental impact is reduced
7	Long term commitments to care for the natural environment are adhered to
8	People value the natural world as a source of personal fulfilment
9	Everyone feels responsibility for their part of the work
10	Processes and outcomes of organisational decision-making are transparent
11	Regardless of nationality, ethnic origin, skin colour, gender, sexual orientation, creed or religion, people (a) learn freely together, (b) share information freely, (c) share their skills and abilities freely
12	Actions of individuals are consistent and in harmony with the core principles promoted by the organisation
13	People have a sense of power that they can effect change
14	People take part in decisions that may affect them directly
15	People feel that they create something better or greater as a group than on their own
16	Creativity is valued
17	Human resource management policies are perceived as fair by all involved
18	People are encouraged to express their opinions
19	People feel that their own individual identity is respected
20	The organisation's activities inspire long-term commitments to care for the natural environment
21	People trust that others share a commitment and willingness to collaborate for a common vision
22	People are motivated and productive in their work
23	People feel that their personal needs for development in the work place are met
24	Information about resource use is communicated internally or externally
25	Organisation's activities or events have a motivating effect on participants
26	People appreciate the differences in others
27	People feel that there is the right information flow
28	Organisation welcomes interested local groups to contribute to projects or become partners

#	Statement (values-based indicator)
29	People investigate what is right and good by themselves, rather than merely adopting other people's opinions
30	People act to reduce the organisation's environmental impact and/or restore the natural environment
31	People respect the differences in others
32	Members of minority or disadvantaged social groups are given equal opportunities to participate in decision-making
33	People are encouraged to reach their potential
34	People feel they will not compromise their personal beliefs/values by participating in the organisation's activities
35	People enter into partnerships to increase organisations' ability to care for the natural environment
36	Where people collectively agree to act in a certain way, this is put into practice.
37	People participate actively in helping the organisation to reach its goal(s)
38	The organisation's culture encourages learning from experience
39	People recognise the organisation's role as a protector of the natural environment
40	Everyone knows what their responsibilities are within the team/group
41	People develop projects and solve problems on their own initiative
42	People feel that they have the opportunity to draw on the wisdoms, traditions and values that they hold, rather than having something imposed upon them
43	Members of minority or disadvantaged social groups have equal access to information
44	Mistakes are understood as opportunities to learn and improve
45	Equal representation in decision-making processes
46	Organisation has a positive effect on the natural environment
47	People are inclusive (talk to everyone and no one is left out)
48	People have self-respect
49	People are trusted to meet their commitments
50	Organisation works to protect the environment, without waiting for governments or others to act first
51	Individuals express their own opinions
52	The organisation's messages or activities inspire people to start their own initiatives
53	People feel that they are provided with opportunities for personal growth
54	People's opinions are respected
55	Everyone has their place in the team/group
56	People feel that their worth is acknowledged
57	People identify connections between nature and their religious/spiritual beliefs
58	Information about the achievement of performance goals is communicated internally and/or externally
59	The organisation strives to be transparent about its finances
60	Organisation respects and acknowledges the contributions of others to its work, and gives credit for the outcomes to those who contributed
61	People reflect critically on what is necessary to learn

#	Statement (values-based indicator)
62	People are perceived to be (a) respectful in their interactions with others, (b) trustworthy, (c) honest, (d) transparent
63	Work is viewed as a form of service
64	People consciously implement environmental/social responsibility policies (e.g. procurement, renewable energy, waste management, reducing emissions, ethical investment, community engagement)
65	Educational activities are in place to help people to contribute to reducing the organisation's environmental impact and/or restoring the natural environment
66	Decision-making processes are ethical, e.g. guided by justice, compassion, trust and moderation
67	People strive to put their personal values into practice
68	Leaders live their principles
69	People are treated equitably and with fairness
70	Leaders are open to dialogue about doing things differently for the benefit of the environment
71	Regular monitoring of how people are treated by colleagues
72	People trust their partners to meet their commitments without the need for formal agreements
73	Teams include members with different characteristics (e.g. gender, culture, age and other aspects of individual difference such as personality)
74	Organisation contributes positively to society by working to address social problems or global issues
75	Communication is transparent
76	Differences of opinion are acknowledged and valued through dialogue
77	People can access guidance on the application of ethics
78	Members of minority or disadvantaged social groups are valued (e.g. women, ethnic/religious minorities, people with disabilities, gender/sexuality etc., as appropriate to the social context)
79	People are aware of the connections between the environment and their organisation's activities
80	People can identify applicable ethical values in a given context
81	The organisation's messages or activities inspire people to take pro-environmental actions in their personal lives
82	People participate actively in developing the organisation's (a) code of ethics, and (b) procedures to deal with unethical conduct
83	People invest their own time and resources in activities that benefit the environment or society
84	People treat each other with kindness
85	Decision-making takes into account the social, economic and environmental needs of future generations
86	People reflect on their values
87	Remuneration/payment policies are perceived as fair by all involved
88	Organisation acts in a manner that is impartial and non-discriminatory (not discriminating on the basis of nationality, ethnic origin, colour, gender, sexual orientation, creed or religion)
89	Organisations are willing to work with each other because they respect each other
90	Goals are reviewed between committed parties to determine what has and has not been achieved
91	People feel inspired by the way that leaders live their principles
92	People take conscious action to improve the ways colleagues are treated

#	Statement (values-based indicator)
93	Open dialogue exists between project partners
94	The work environment supports people to fulfil their responsibilities in their personal/family lives
95	People are not afraid to make mistakes
96	Everyone has an equal opportunity to express their own opinions
97	The work environment is pleasant and harmonious
98	People understand the complexity of natural systems
99	Learning processes accommodate different learning styles
100	People find ways to understand the differences in others
101	People share their experience of caring for the natural environment, beyond their organisation
102	People trust the mechanisms in place for reporting and examining violations of ethics
103	Measures are in place to prevent engagement in illicit or unethical financial activities
104	Conflict resolution leads to learning and growth
105	People can access confidential, non-judgemental and unbiased mechanisms for reporting and examining violations of ethics
106	Different points of view are heard and considered in the development of policies, strategies, projects, etc.
107	People are given flexibility to do things, within agreed boundaries
108	People develop their own visions and goals for projects, and/or for the whole organisation
109	Organisation's activities or events connect participants emotionally to the community of life
110	People contribute their existing wisdoms, skills, networks, resources and/or traditions towards a project or the whole organisation
111	Recruitment policies are fair to all applicants
112	People introduce ideas to others with respect, humility and patience
113	People meet their commitments
114	People are able to suspend their own standpoints during dialogue and listen to those of others
115	People celebrate nature and the wider community of life (human and non-human)
116	The organisation empowers people to contribute actively towards sustainable development
117	Different approaches are valued
118	Everyone knows the broader goal(s) of (a) their work and (b) the work of the whole organisation
119	People approach their personal development with an attitude of learning
120	People respect nature and the wider community of life (human and non-human)
121	Organisation's activities or events create a safe environment for people
122	People are given autonomy and trust to fulfil their responsibilities
123	Information is shared openly within and beyond the organisation
124	Conflicts are resolved through dialogue
125	People's behaviour is consistent with their words