

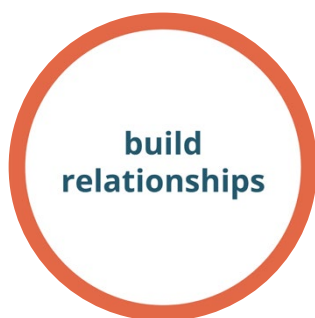


key principles in action

The table below gives examples of things you might hear if you're working well together and incorporating the [key principles](#).

the principle	examples – what you're hoping to hear
 <p>share decisions</p>	<p>we mostly decided together / we worked things out as a team</p> <p>I/we were kept in the loop throughout</p> <p>I/we weren't presented with decisions already made (or, if we were, the reason and the decision-making process was clear)</p> <p>information was shared, I didn't feel like other team members held things back or did things behind my back</p> <p>I felt part of the project the whole way through</p>
 <p>value everyone's knowledge equally</p>	<p>lived experience was valued equally to professional experience</p> <p>my perspective was valued</p> <p>everyone involved had opportunities to be heard</p> <p>we found solutions together – working things out as a team</p> <p>I felt heard and seen, able to contribute</p> <p>I could challenge people with more positional power to me</p> <p>I wasn't expected to know everything</p> <p>I could lean on others</p> <p>team members listened to my ideas for improvement</p> <p>information was presented in a way we could all understand</p>



**build
relationships**

my colleagues took time to get to know me
I felt cared for and about, not just as a worker
it felt like a partnership
when something happened I was actively cared for
I have relationships I didn't have before
it felt like a worthwhile experience
I was able to give and get honest feedback



**recognise
consumers
and carers
for their
contributions**

my contributions felt as important as everyone else's
the way I was recognised felt fair and equal to other team members (e.g. payment, learning, co-authoring)
I got something worthwhile out of this experience
I was acknowledged in a way that meant something to me



**be honest
and flexible**

I knew what was and wasn't possible from the beginning
information was shared, I didn't feel like other team members held things back or did things behind my back
I was well supported to take part
when things changed for me/others we were flexible about including me in different ways or catching me up
there were various ways to be involved and no pressure to pick just one way
I was able to give and get honest feedback
information was presented in different ways
I made decisions about my participation that worked for me
I could ask for accommodations and have them met