Care deeply about the purpose of the university, its mission and social justice – people experience changes that appear to undermine this emotionally and personally.
Milton Keynes is where it all happens - students, ALs and Nations are all a bit "out of sight out of mind"
Tribe of tribes - Identify strongly with own community. Can mistrust/judge others. Reinforced through using different language/words to mean the same things
Status conscious - deferential to status, grade, academic reputation
*Personal networks* - Use personal networks to get things done quickly, outside of slow and cumbersome processes.
Conflict averse - Avoid conflict resulting in lack of challenge of unhelpful behaviours under performance and even bullying
IQ respected; EQ needed - High levels of IQ expressed. Many people want an experience of compassion and understanding (EQ) but aren’t necessarily role modelling it towards others.
Debate not action - Enjoy debate and challenging ideas, not putting decisions into action.