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Business Competencies

Action Orientation (Drive, Energetic, Persistence, Generate Movement)

Approaches initiatives with high levels of drive and energy. While understanding the importance of effective planning, the person has a bias towards taking action. Will set clear goals for success and will display urgency and enthusiasm. Sees the value of building momentum as a means to creating support. Will seek to win over supporters through their own personal commitment energy and enthusiasm and will act as a role model for others. Proactive and resilient in their approach to work, they will deal effectively with setbacks and will seek practical solutions to overcome significant challenges and obstacles.

Competency Evidence	Indicative Behaviours	Suggested Career Stage
1 Basic	<ul style="list-style-type: none"> • Takes clear action and will work on their own initiative. Will consult with others as required and are likely to require a limited level of supervision. • Takes responsibility and is clearly accountable for tasks within own role. • Directs motivation to focus on the work demands at hand and balances personal drive with patience where appropriate. 	1 2
2 Developing	<ul style="list-style-type: none"> • Demonstrates enthusiasm for all aspects of their work and will endeavour to always follow through on non-critical issues. • Actively seeks increasing responsibility and demonstrates a clear ability to manage additional workload. • Stands back from tasks and considers if there is a better way to do things; will not act just for the sake of it. 	3
3 Solid	<ul style="list-style-type: none"> • Is resilient and has the ability to deal with setbacks and disappointments. • Consistently delivers on actions promised, follows up and acts to avoid delays or to prevent problems escalating. • Displays a proactive approach to work, will be self-motivated and takes initiative. 	4
4 Strong	<ul style="list-style-type: none"> • Demonstrates drive, energy and enthusiasm to meet personal targets and business goals. • Develops and implements new ways to add value to the business and will address difficult and complex situations in a controlled and composed manner. • Is a role model for fostering a high performance and action orientated culture across the organisation. 	5
5 Exceptional	<ul style="list-style-type: none"> • The capacity to translate challenging strategic objectives into clear work streams and specific and measurable actions. • Coaches and mentors others to foster a bias toward taking action, across the business. • Sets high personal and professional goals and follows an action plan to achieve them. 	6 7