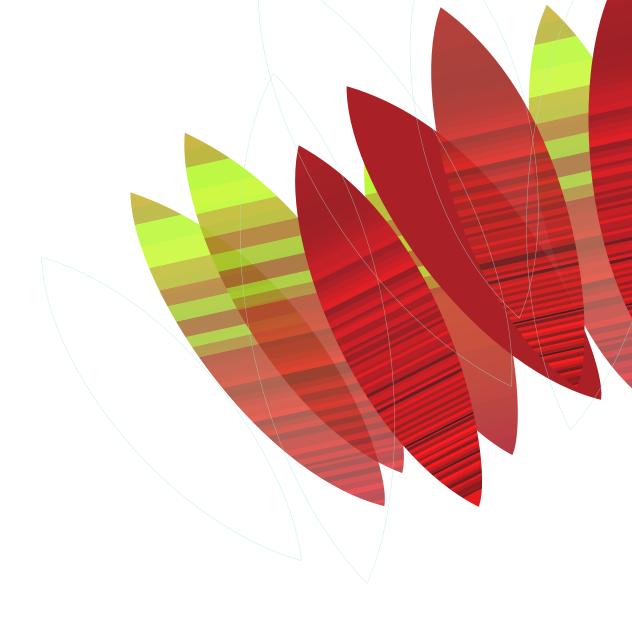


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## A saC sa m sa asa disnc as basd na ncmmin≢n



Each Core Attribute is aligned to four Demonstrated Levels that cover all employees across the organisation. Dierent roles may require capabilities at varying levels, depending on the key responsibilities of the role.

Associated Behaviours illustrate the depth of knowledge, skill and ability required for e ective performance at each level. These indicators are not a prescribed list, nor is every indicator necessarily relevant to every role – these

## How is the Capability Framework used?

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Demonstrating flexibility, adaptability, and perseverance, and acts as a stabilising influence by managing emotions, responses, and reactions. The ability to respectfully have di cult conversations and maintain integrity while influencing, accepting, and committing to progress.

Leading Self	Leading People	Leading Leaders	Leading Organisation
EXAMPLES OF EFFECTIVE	BEHAVIOURS		
e i m <sub>a</sub> na camand i na camand i na caman in ama becia a e hi ih bania in	jim snin <sub>a</sub> ndi € is in so in s <sub>a</sub> nin nis	Cni∍n <sub>a</sub> ahid and n∍m ∮ chasn and nis bcannin ⊫hinand im ain dicin	Cnion o a ano main cmodandcamand Gaaabiinin o onin o mchaon in i ain
Sh a a n / n Sh a a a / n GS rn n,sa n / m a Sy So , and main ain indi id a t a h and S	⊶m <sub>a</sub> inc m ⇒d <sub>a</sub> nd c <sub>a</sub> m_not > ∍ <sub>a</sub> nd inch <sub>a</sub> n_n in i <sub>a</sub> in	⊶ m <sub>a</sub> inc m	nd inic <sub>a</sub> n, cm <sub>and</sub> n ch <sub>a</sub> n ih <sub>a</sub> hih i and i a
∽ <sub>a</sub> mia≜d Pena Bec n≏djc –	Brtsyibbs h iniiais ands nd ci a Brn i a in chans	and h ofeciis a s and h ofeciis is in of ain ih∋m ina cha sid i ain and dic _ c n s iais	Deminia an
Jana Sasa iab baan Sharad iska ih h Sin Sam	Demin and h h e in and no and main mit and and and m i and and and and d in inter the hat and	W c i in i ain Iambi i and a ihi h <sub>a</sub> c ann c imm dia d, ih hihi c i o and	c <sub>a</sub> ng <sub>a</sub> nd⊚cn cı⇒ in hihs Sod <sub>a</sub> nd n Sodi <sub>a</sub> basyn in na⊳n
EXAMPLES OF NON EFFE	CTIVE BEHAVIOURS		
aan≏ais>ais>is>is> inn≫ ἐhatann			

	ih neata ba⊶p≎mana in n n⇔d h⇒l <sub>e</sub> nd n⇒ in n∋ chatan in iain.	

Sta conduct themselves in a measured and considered manner,

Leading Self	Leading People	Leading Leaders	Leading Organisation
EXAMPLES OF EFFECTIVE	BEHAVIOURS		
s aid a i iis , h h n <sub>a</sub> , and n	En a am norm b ca norm and bai c norc in ih be a c norc in ha b a c norm , and ha i c cond bom	C b ai d hi h hac a d h d hac d c m , h n d i	À ihm a⊂ a <sup>●</sup> ma <sup>●</sup> dic ⊄c'iin, <sub>a</sub> nd in im e focciin n a and o <sup>+</sup> n
C n i s n <b>s</b> has in a a ha i in ai nn⇒n i h ani ai na aa aa and C o IC ndc	Cn/n <sub>a</sub> ndot <sub>a</sub> ih in <sub>a</sub> iatbhai ,in ainnn≎n ih <sub>a</sub> niaina at <sub>a</sub> ndCot /Cndc	⇒ni <sub>a-⊉a</sub> ⇒ ho‡a_	niamind ( ehr nhais) a ai ic in b aniain, nh idea and ine nded ein be nde ai
in an h ania in in an h r ≯ ki a and ∮ inana a	in <sub>a</sub> n h re ania in in <sub>a</sub> n h re ≯ koia <sub>a a</sub> nd ∳ in <sub>a a a</sub> nd ● a a b d	imi ani ain im a fi ain an a fi mao and ani ain a c m	Ch <sub>a</sub> min Pegheenn I is Peghend Spin cheil Sm
and and by bia in c m ih i bia in c m ih ain, d, io in and c c c nc	Paiand an a>n in deciin-main >>n in ha da>a>a>d c ni>n	in an h r > ku a an a i n in an h r > ku a and i na a and an xam	Die & interior i and i naim i hin h ani a i n, and in the ain & a a b interior a h a and a b interior a h a and a b interior
C San an a	Find ni c	m s n - lc d c in la aniain and nide la a in im sc na x	C 🔁 👌 a 🖕 h 👟 k
EXAMPLES OF NON EFFEC	CTIVE BEHAVIOURS		

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<mark>-unte</mark> nin tin Sesiincn cite Sedbe			
Benn de acal a de le ean a	m in g → / m a i ₱ n a ₱ in c → d ₱ a jn		win in,—sos/ iasdasas ans han c niasin b as im ci <sub>a</sub> ain / asn, a.c mm nis -sh os



## 1 1 - K K

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The understanding and willingness to be held to account for our actions, performance, behaviours, and attitudes and those which influence others. The commitment to actions and behaviours which respects the obligation to manage public monies and other resources responsibly and with the highest standards of probity.

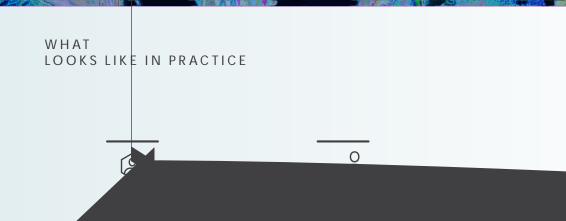
Leading Self	Leading People	Leading Leaders	Leading Organisation
EXAMPLES OF EFFECTIVI	E BEHAVIOURS		
d Siland B Sin ibsil a har in and a Sod n a	Chaine Land Ream Gline hin aire aired in a line ania in	note and han inte, note and han inte, n-bd ●, and n- €c ● at and h ● at at a t and h	othenis <sub>a</sub> nd <sub>a</sub> doths inic <sub>a</sub> n i h ∉hathenian i ani bancis
enione inca cco, bih ma man in anda gin n	En ● h <sub>a</sub> ┣ æ a æ land n● and ▶ ● i ain and ci lan● ihin koih ▶ ● æ	A m n⇒ ⇒d b⇒g ⊫ A i ⇒in, αip and io bp	and add → aniain and add → bhai haiio nin ih bha andad
ka a≜nc nyoi ∕innas	ina ia bha ia ann ia ann ann ann ann ann ann ann	, andad and sin and a sin and a d andad and sin a	in c b ai im n a ha c a ai na c n
ris <sub>a</sub> nds mic ndc <sub>a</sub> nd is <sub>a⊸i</sub> nd in <sub>a</sub> ias is ha i	Mic nis ands mic ndc is a ina ia bha i . Se bha i . add hi i hins am	A SSn andS mic ndc and i≩ a⊣nd ina ia Bha i	Carand maran in haih a transformation a an breat i in, a and io in ande m and i ib in n
EXAMPLES OF NON EFFE	CTIVE BEHAVIOURS		c h <b>⇒</b> ′

Fai an air ad, c m air air an a , mi a radian , a , mi a radian , a , ni i i ad	Fain mini team indi idi ant / matter, team feidic teate de teate	M te sin a te han te im an in an n in a te te inte n le te in te as ci a, lA sa	in aha ha ad√ahin, kin , ka ang chan in dacin, kihsin a / aniaina_mana mana
De n ar nibit Renmi ar ar materia a i p			



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Proactively build and engage in positive relationships with internal and external stakeholders that allows for the contribution of all to

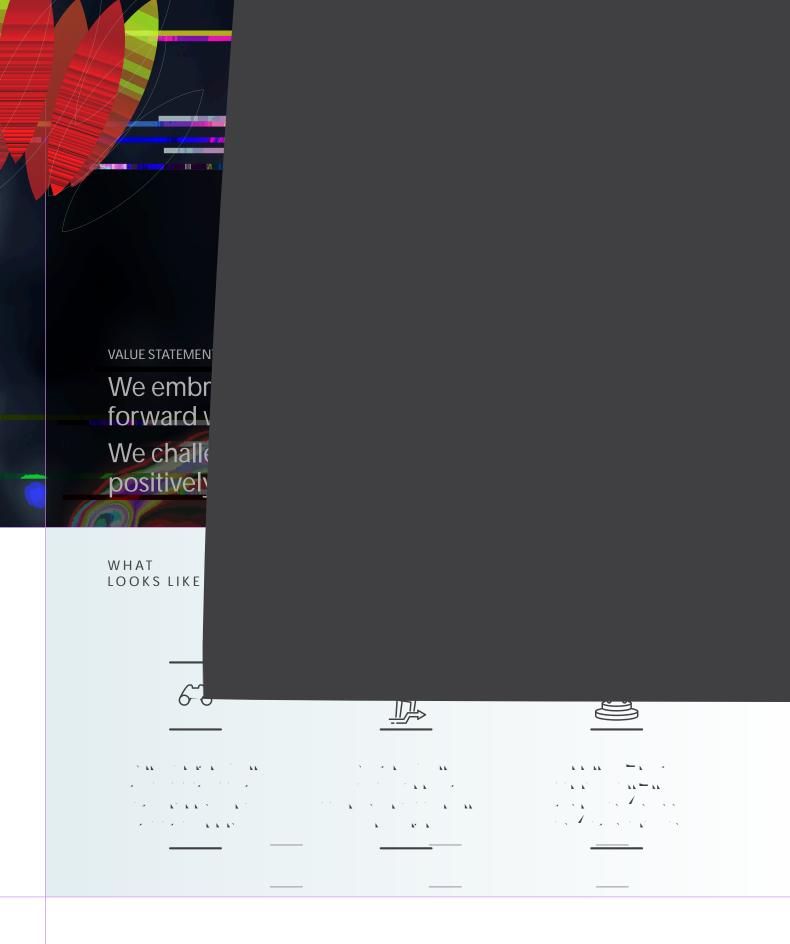


k fikk 2000 – Kiki Brik 1995 – Kolon Stork, kos konstruktur

Respectfully participate in a variety of communication strategies provide, receive, and contribute to information exchanges with a variety of people to a ect a positive outcome.

To work on behalf of the organisation, building trust with both internal and external stakeholders through e ective communication.

Leading Self	Leading People	Leading Leaders	Leading Organisation
EXAMPLES OF EFFECTIVE	BEHAVIOURS		
nd i i en	ndc mm noi <sub>a</sub> in i le i∍ i∍nin , a a h a in chec / not andin , and a ia an a ota otao		E≪c i si ⊊ mm noi an hih ⊊ m si i si.(i)(n)⊿07.(n a):



CORE ATTRIBUTES

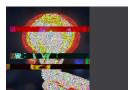
Vision | Adaptability | Critical Thinking



k k k

Engaging in creative and curious thinking in regards to the potential of self, team and organisation and the impact of actions on key stakeholders. To demonstrate forward thinking approaches to continuous improvement of the outcomes of the organisation.

Leading Self	Leading People	Leading Leaders	Leading Organisation
EXAMPLES OF EFFECTIVE	BEHAVIOURS		
D>mn a≯ / ad- hin in anda a≯ Ar / Ar c n> >o> / ng in	c niot 🔁 🔁 🚽 n 🗢 🐂 m and	uniiais and & iiss	A ci ≱ A ◆ a' a⇒ ci dhe in b <sub>a</sub> nciia in li> hiin • n in n n , • ni> in cha≱n • , <sub>a</sub> nd ni•
s ► ∍, iin, and a≇ ÎA ∍a	™™™™™™™ and a⊉ 『A Saihin Posam and hi ii Pon ReSa	e i> <sub>a</sub> n , h ⊧ a> oi dhe i n'in/ m i i> e ⊧ ani a i n	Cmm noia≫ Þ <sub>a</sub> ni <sub>a</sub> inc ●n <sub>a</sub> nd ●n ia4 ● 🍡 ihin c♥
aa≫ / na min, andcha>ns s⊥ s ide / shinin a>n	C>a>a <sub>a</sub> nin >ninn⇔n'ha <i>l</i> eii Prio≥nicainand ©>_n≏n'lan	Deminia≥a nine≥ inne n≥d≥and sinte in ∉ds≥an ne ania in	s a hih a d la a hih a d n h a ia m i a
► dc●, h <sub>a</sub> ● <sub>a</sub> nd ● o a● ♠ id● a , a ę ₱ in i h	Eo a an chaine fe a ' a a d fe hin io a ceo and	Cniot sente in send Pencnibiniota Peotessante nibiniota Peotessante Iniiais and assistante Peotessante	C <sub>a</sub> iain ninn ain anain cmain bam hama nhainn ha ban yang i
B ●n <sub>a</sub> nd <del>●</del> ni● / <sub>a</sub> ni <sub>a</sub> in <sub>a</sub> im ●m●n			Cnien <sub>a</sub> <sub>a</sub> hid <sub>a</sub> nd nemen chain <sub>a</sub> nd nie bcannin ehin <sub>a</sub> nd im in dicin <sub>a</sub> b
EXAMPLES OF NON EFFE	CTIVE BEHAVIOURS		
DS n maSanS n® and h n c n ibS A Sa' S, i i n, and a Sa	an ec n / ⊫rim e /anci i n n n and te b ans A s mm ni	Cmm noia≞ na an and dhec in /n∋ an iain in a a ta io n iten m <sub>a</sub> nn∋	angeba ⇔ n • m an inpresonin ke ande ann • as be nd be • ai na upana • ne n
D∾nn adia in aniaina a ii∻ a≟,≢d t∾ a∰	D≎nc≎æ n <sub>⊣</sub> iðenikinka ⊣in;	De n a <b>e</b> c n ib e en ia	n ≉ n d <sub>s av</sub> ≉n ann es es and snia <sub>ne</sub> \$e
aain <mark>a</mark> ∕≉ c nibin		D⊜ n <sub>a</sub> dd⊜ ê <sub>a</sub> i⊜ dic in⊜ <sub>a</sub> din miin,iin <sub>a</sub> nd a <b>⊉</b>	Den e e agin e c n ib i n lage ( e ani a i n



The ability to positively respond to change or opportunity, demonstrating a grace and tolerance for flexibility when its needed. To respond with agility when circumstances require it and willingness to modify one's approach to ensure successful consequences as a result of changing circumstances. Solve K, Solve K,
Solve K, Kolve K,
Kolve K, Kolve K,
Kolve K,

-



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**K K K**  $\mathbf{k} = \mathbf{k}'$ - K.K. \* 1.  $(\Sigma_{i},\mathbf{k})$ 1 S 1 6

The ability to look at all decisions and actions mindfully, employing creativity whilst maintaining a critical lens. Ability and willingness to solve problems through lateral thinking and develop innovative solutions that have a positive and sustainable impacts.

	Coao as im ao haih Soa ao and Son po , Soisono, and Son ino obao a nd ciaiaai So
Chasans ha a bsain / insand s i nin ha a hin a hasa⊲a boond na	A i o a a i - a a c o finn a i n and ima ina i n b c ha n in o fand fo and for i hin in
_nel m <sub>a a</sub> ndin m <sub>a</sub> deciin-m <sub>a</sub> in in≏ c m strin m <sub>a</sub> in <sub>a</sub> nd m <sub>a</sub> s deciin in gs <sub>a</sub> b in∋ ainas	Chatante gette den m andio attentio quin gate in h bint idno
	c i in in in c a and a an c hni b a a a c m b m Chan a b m Chan a b m i nin b a hin a ha a a b n d b c i i n-ma in in c m in ma in and ma c i i n in s and c m in ma in and ma c i i n in s a

