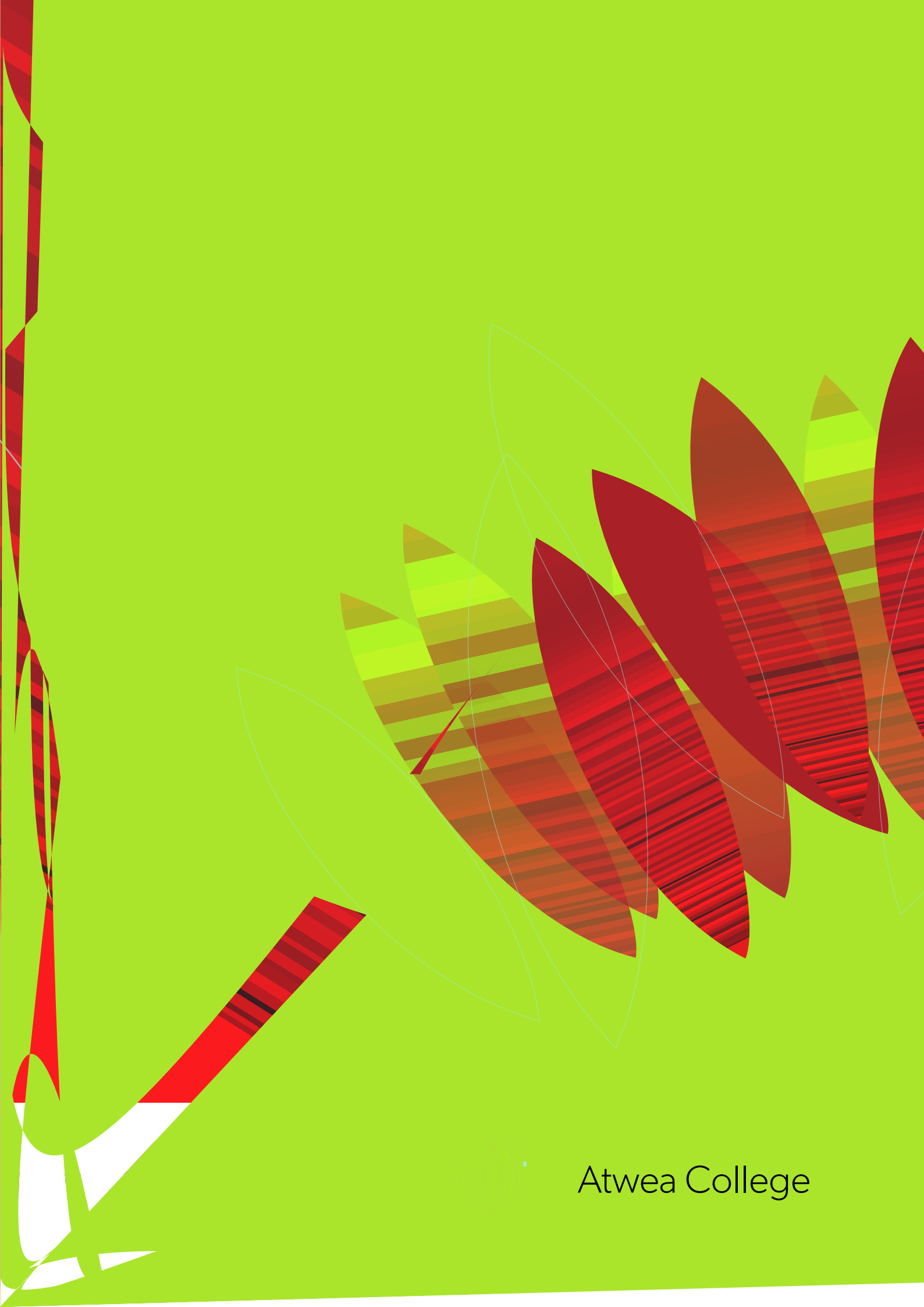
Atwea College

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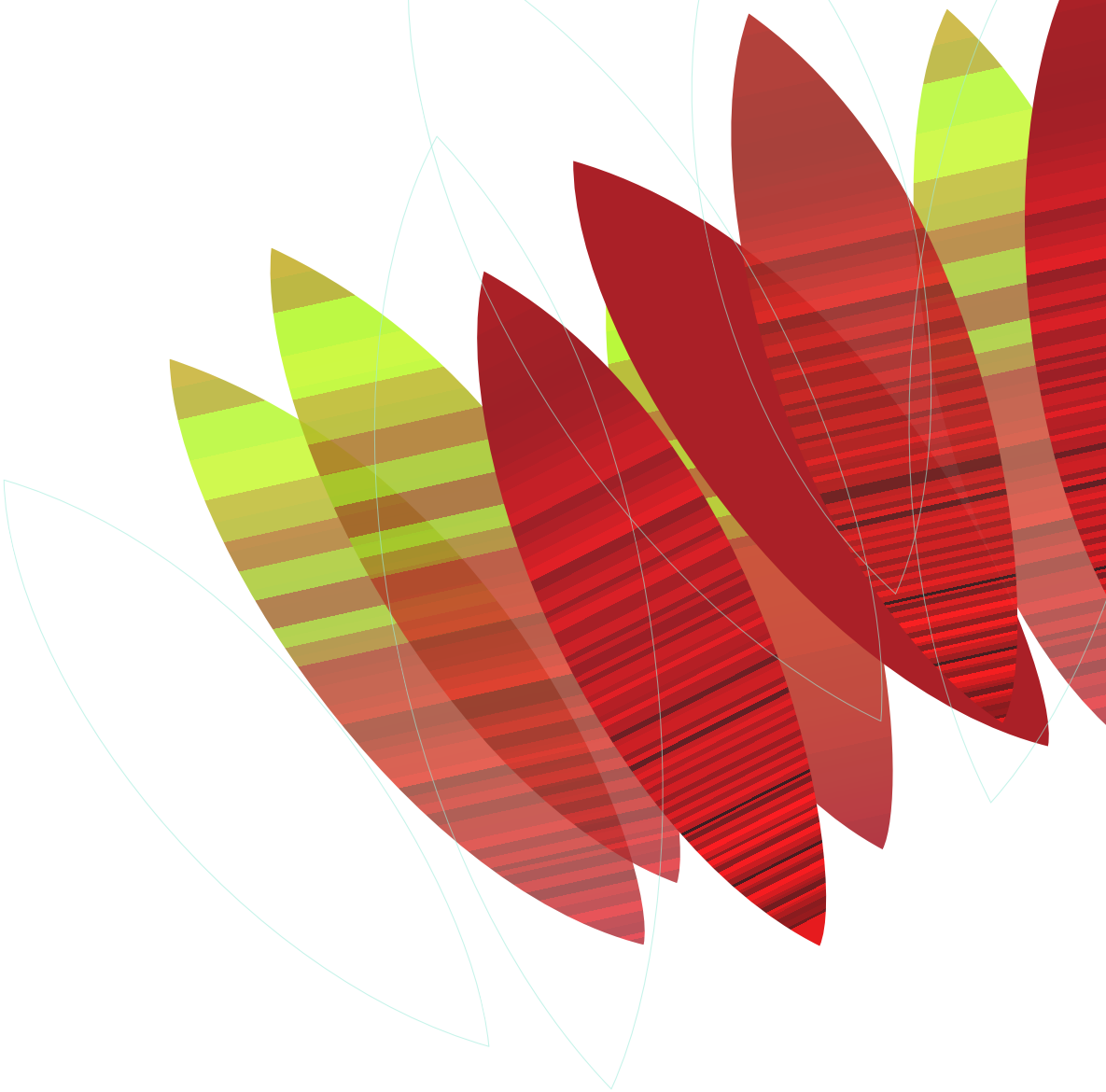

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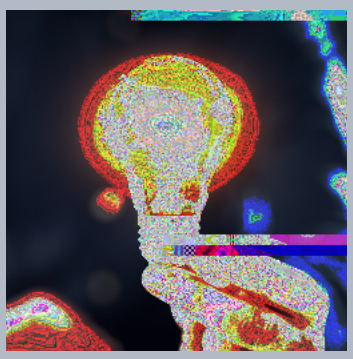

Each Core Attribute is aligned to four Demonstrated Levels that cover all employees across the organisation. Di□erent roles may require capabilities at varying levels, depending on the key responsibilities of the role.

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			
EXAMPLES OF NON EFFECTIVE BEHAVIOURS			

Sta conduct themselves in a measured and considered manner,

Leading Self	Leading People	Leading Leaders	Leading Organisation
EXAMPLES OF EFFECTIVE BEHAVIOURS			
EXAMPLES OF NON EFFECTIVE BEHAVIOURS			

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 EFFECTIVE BEHAVIOURS			
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EXAMPLES OF NON EFFECTIVE BEHAVIOURS			
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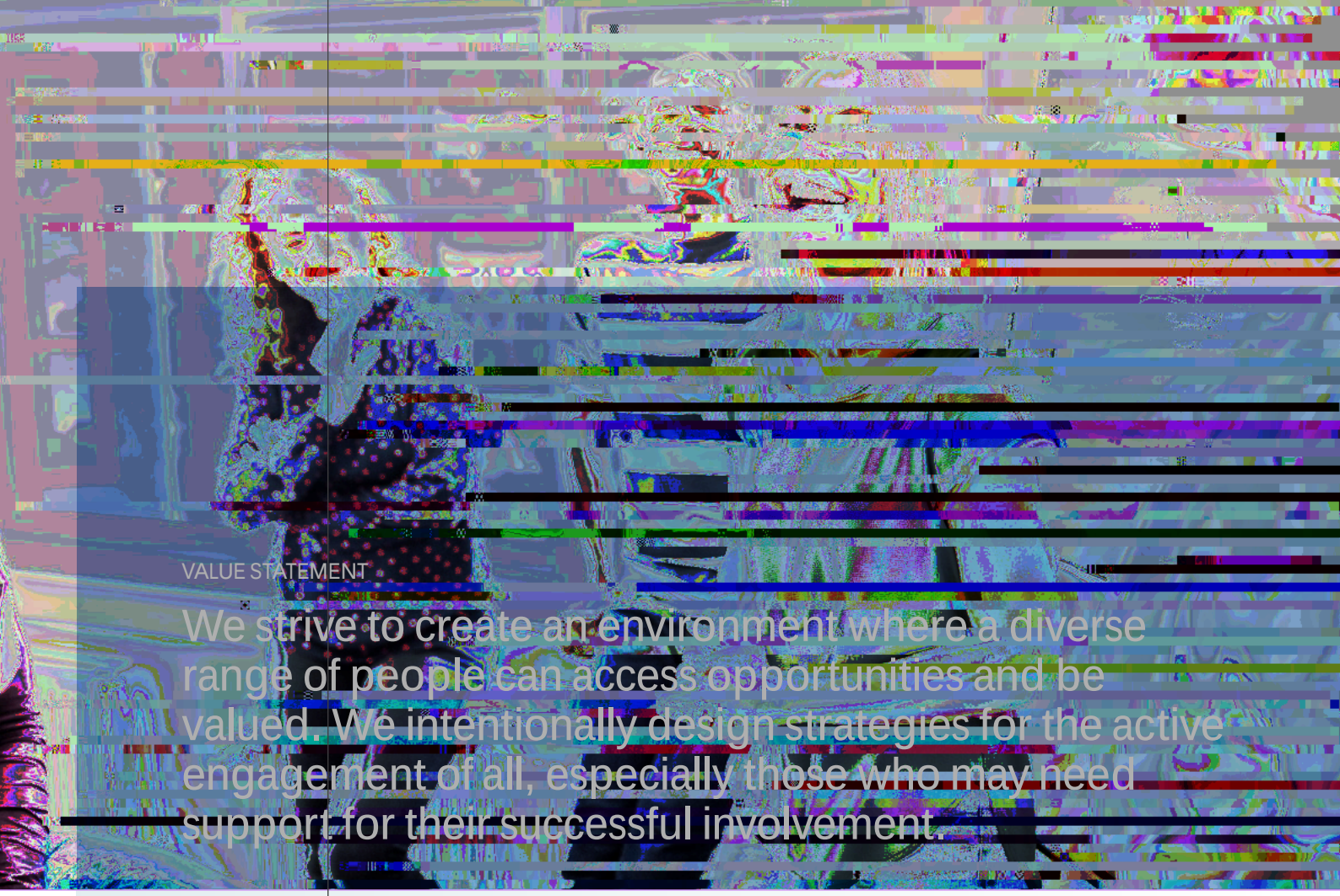

VALUE STATEMENT

We strive to create an environment where a diverse range of people can access opportunities and be valued. We intentionally design strategies for the active engagement of all, especially those who may need support for their successful involvement.

WHAT
LOOKS LIKE IN PRACTICE

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

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			
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VALUE STATEMEN

We embr
forward v

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positively

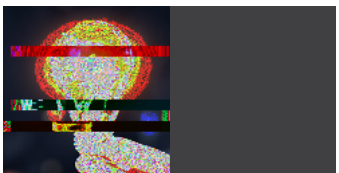
WHAT
LOOKS LIKE

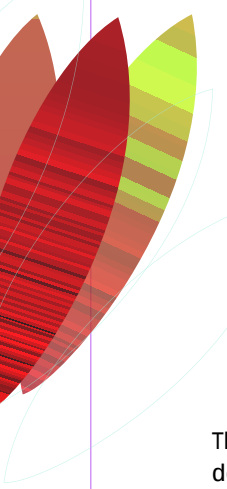
CORE ATTRIBUTES

Vision | Adaptability | Critical Thinking

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			
EXAMPLES OF NON EFFECTIVE BEHAVIOURS			





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.

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.

Leading Self	Leading People	Leading Leaders	Leading Organisation
EXAMPLES OF EFFECTIVE BEHAVIOURS			
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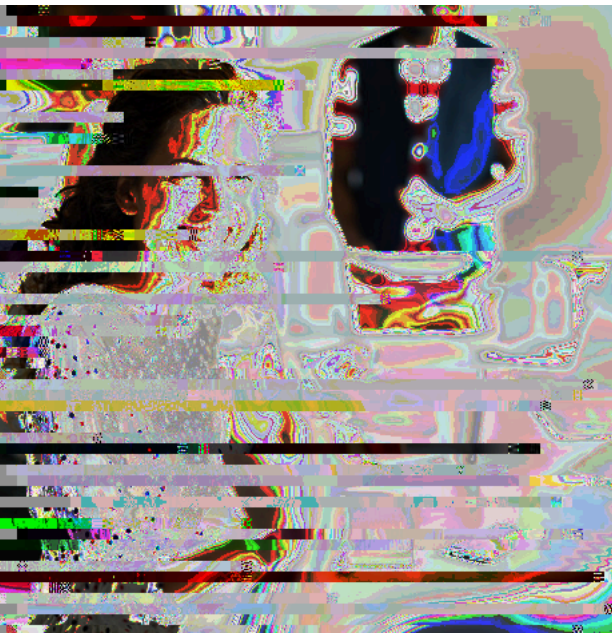
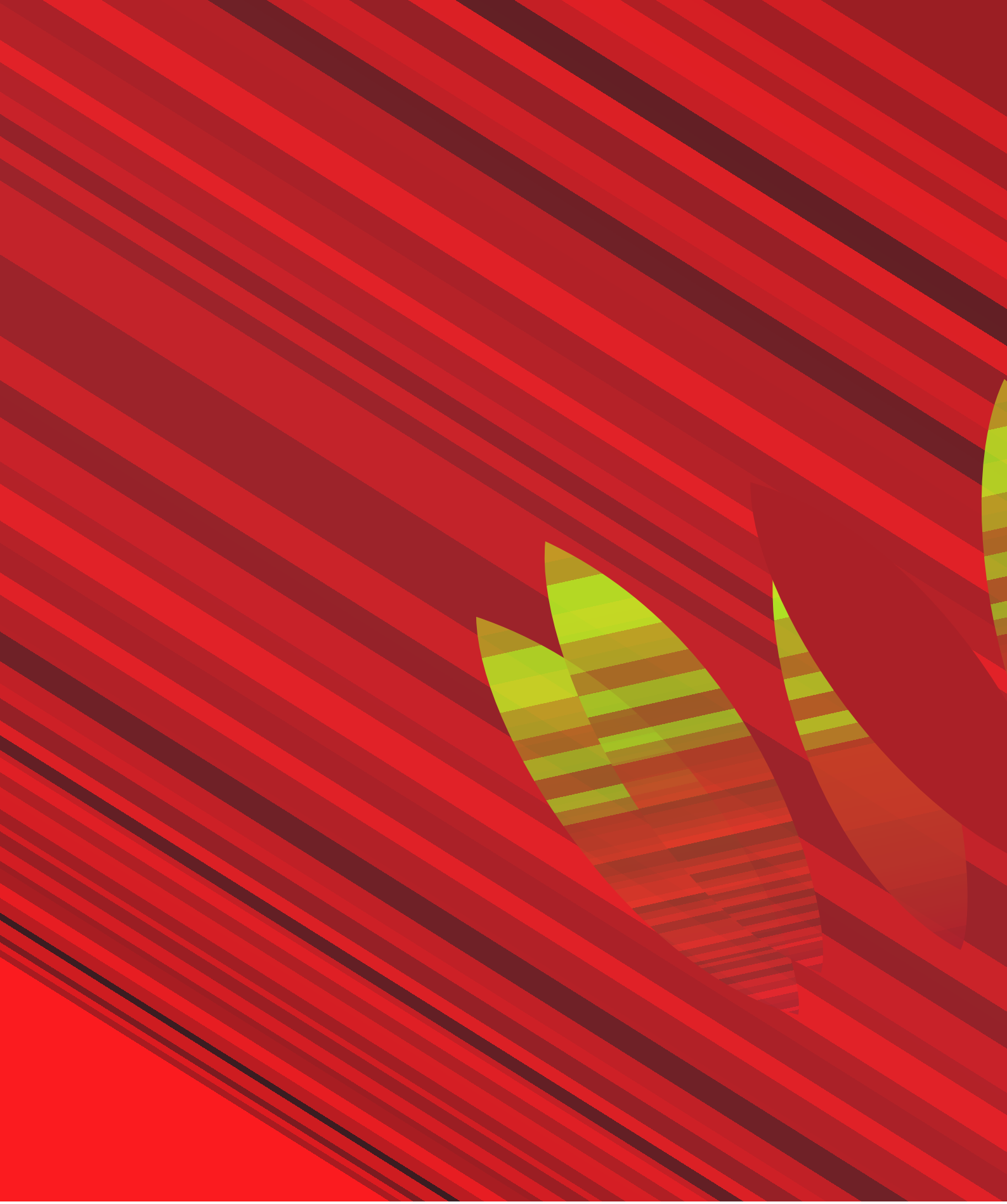
UNLOCKING
POTENTIAL