

Feedback on CIPD core behaviors`

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Hi Abdulaziz,

It is great news to hear that you started your CIPD qualification. Keep up your good work.  
It is totally fine to give my feedback for the core behaviors in the CIPD profession map. I had a look at the profession map and checked the criteria you should be assessed against, and here are my comments about yours in relation to these behaviors.

**Ethical Practice:**  
*Strengths:*  
You show professionalism in dealing with others to build trust, and you nailed it; you are a trustworthy person everybody can rely on. You do not mind accepting criticism and taking responsibility for your actions. You were acting as per relevant laws and policies as well.  
*Areas of improvement:*  
Although you used to raise concerns about unethical or illegal practices in the workplace to your line manager, I believe you should consider developing this skill further and challenge that kind of actions and take a visible lead to solve ethical dilemmas.

**Professional courage and influence**  
*Strengths:*  
In terms of communicating information clearly and in an informed manner, you win in this area. When you have a suggestion or a proposal, you build a strong business case based on evidence that you show in an appealing manner.  
*Areas of improvement:*  
On the other hand, you need to work on presenting your ideas and have the courage to speak up and show what you have. Your perspectives about actions in the workplace are robust and substantial. You just need to express your views.

**Valuing people:**  
*Strengths:*  
When it comes to valuing people that you work with, you really have many strengths. I attempt to be objective here, but you really are that kind of decent person who values and respects people. All the items in the profession map apply to you.  
*Areas of improvement:*  
I cannot think of areas of development for you in this behavior.

**Working inclusively:**  
*Strengths:*  
You are a perfect team player who works inclusively with different people in place. You share your knowledge, skills, and expertise to help others within the workplace.  
*Areas of improvement:*  
One clear area to work on in the future is conflict resolution. I guess you find some difficulties when it comes to dealing with conflict; you might have an avoidance approach.

**Passion for learning:**  
*Strengths:*  
In terms of passion for learning, you were a role model for your colleagues and peers. You have a strong passion to learn and experiment new things. I believe taking the CIPD qualification is a witness to that. Keep up your passion and do not stop on a certain stage.  
*Areas of improvement:*  
I am not sure about any feedback you get from others if you act on it otherwise, but it will be a huge advantage to act on feedback you get from others like this one.

Good luck with your qualification.  
Best of Luck  
Adam