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Behaviour

Good

Average

Bad

TEAMWORK · LEADERSHIP · RISK TAKING · WORK EITHICS · ASSERTIVE · INITIATOR · ADAPTIVE · STABILITY

Teamwork

Active participation in, and facilitation of, team effectiveness; taking actions that demonstrate consideration for the feelings and needs of others; being aware of the effect of one's behaviors on others.

Active cooperation by every member is vital to team success. Team members cannot sit back and observe or allow others to do the work; they must work proactively to achieve group goals and facilitate cohesiveness. Effective teams are not just collections of people. Rather, they are an entity that is greater than the sum of its parts. This means that team members must work together closely and make every effort to support and cooperate with each other. Teamwork involves a work group,such as the people composing a self-directed work team or all the people involved on a special project.

Leadership

Readiness to make decisions, render judgments, take actions or commit oneself. In addition to analyzing problems, people often must reach a conclusion, make a recommendation or take action. With available information, individuals must make decisions on time and take action without waiting for more information or guidance. Decisiveness deals with the number of decisions made and the time it takes to reach conclusions. The quality of the decision or conclusion is covered by judgment and independent variable. A quick decision or action (high decisiveness) might be sound (good judgment) or unsound (poor judgment).

Risk Taking

Understanding the impact and implications of decisions on the community and other departments. Individuals should be aware of how the decisions and actions of one department affect the rest of the organization and make decisions or requests for resources accordingly. This dimension is a subset of judgment; it deals with being aware of the needs of the community as well as the needs, expectations or viewpoints of others. It involves the ability to see things from the other side of the fence.

Work Eithics

Establishing a course of action for self or others to accomplish a specific goal; planning proper assignments for personnel and appropriate allocation of resources. Many jobs require people who can plan and organize for themselves and others. This includes setting goals, budgeting time, setting priorities, allowing enough time for activities and being aware of how activities relate. Being honest, punctual, maintaining integrity and discipline are keys to define string work ethics in a person/employee.

Initiator

Actively attempting to influence events to achieve goals; self-starting rather than passive acceptance. Taking action beyond what is necessarily called for in order to achieve goals; originating action. Most jobs require people who will take actions beyond their job responsibilities. The person high in initiative will originate actions rather than respond to the requests of others. Most people control their own and other's resources, activities and time. It's impossible for management to specify all that needs to be done to achieve the job's goals. Thus, people must continually evaluate, select and act in different ways to meet their goals.

Adaptive
Stability

Consistently meeting the day-to-day demands of the job. Before an employee can meet Key Responsibility/Result objectives, he or she must be able to meet the day-to-day demands of the job. The employee must come to work on time, work during working hours, and comply with personnel policies of the state.