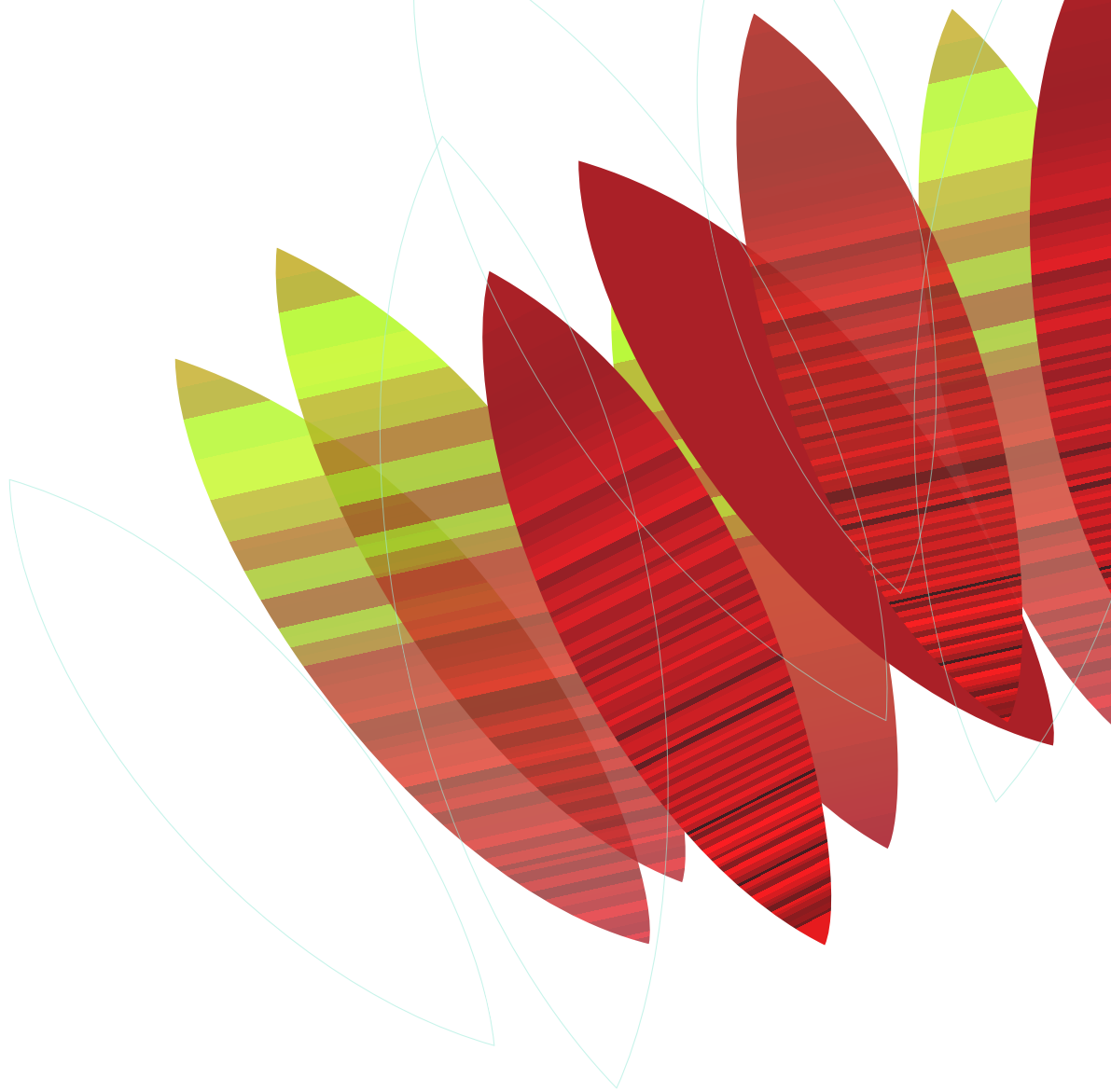


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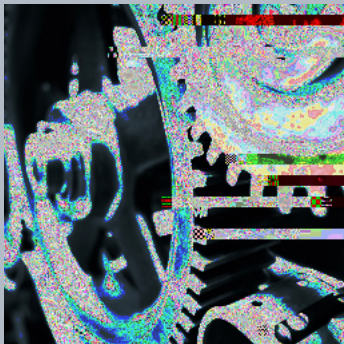
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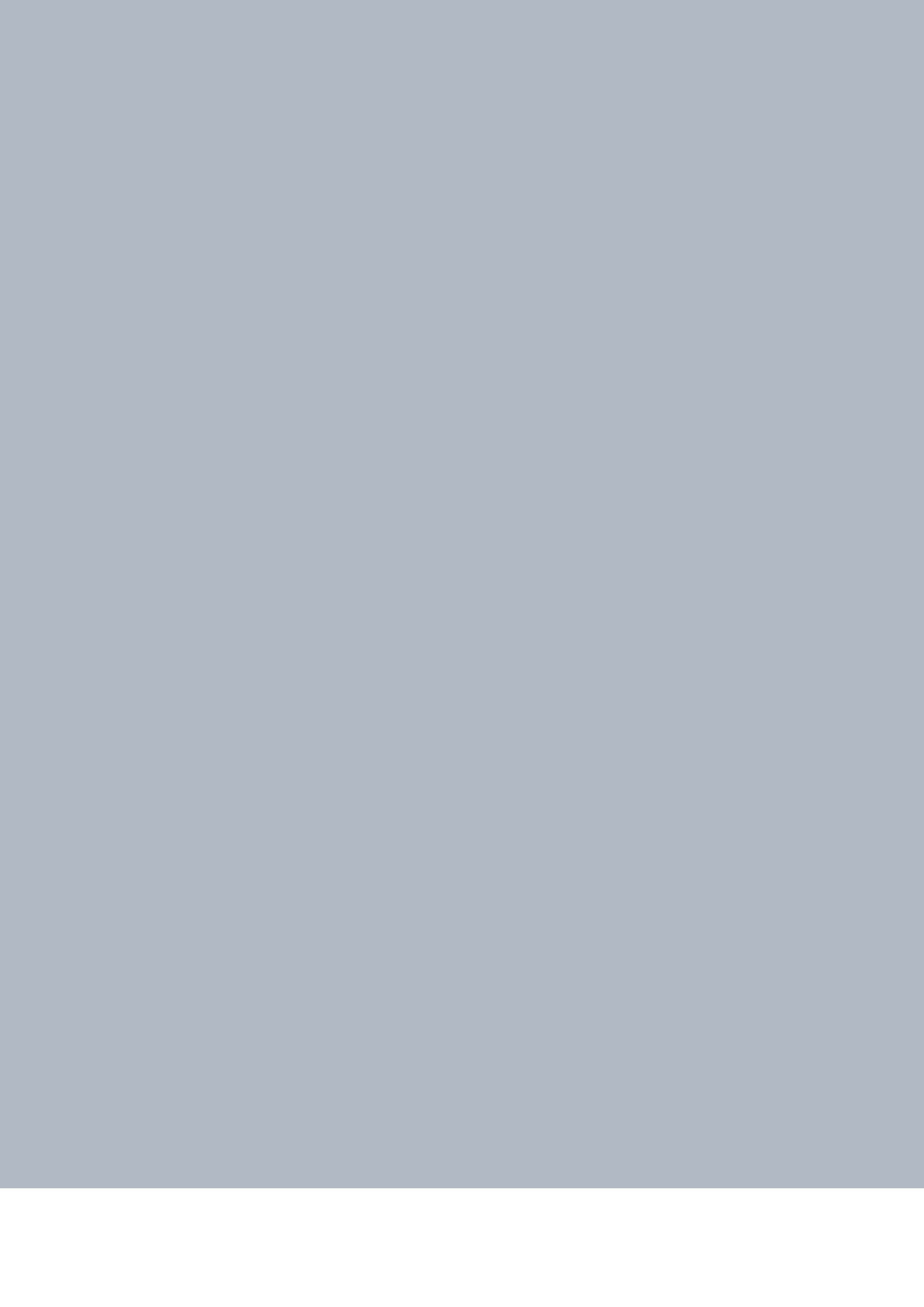
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Each Core Attribute is aligned to four Demonstrated Levels that cover all employees across the organisation. Different roles may require capabilities at varying levels, depending on the key responsibilities of the role.

Associated Behaviours illustrate the depth of knowledge, skill and ability required for effective 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?

• Capability Framework not intended to be a checklist or a set of standards; it is a guide to help organisations think about their capabilities and how they can improve them.

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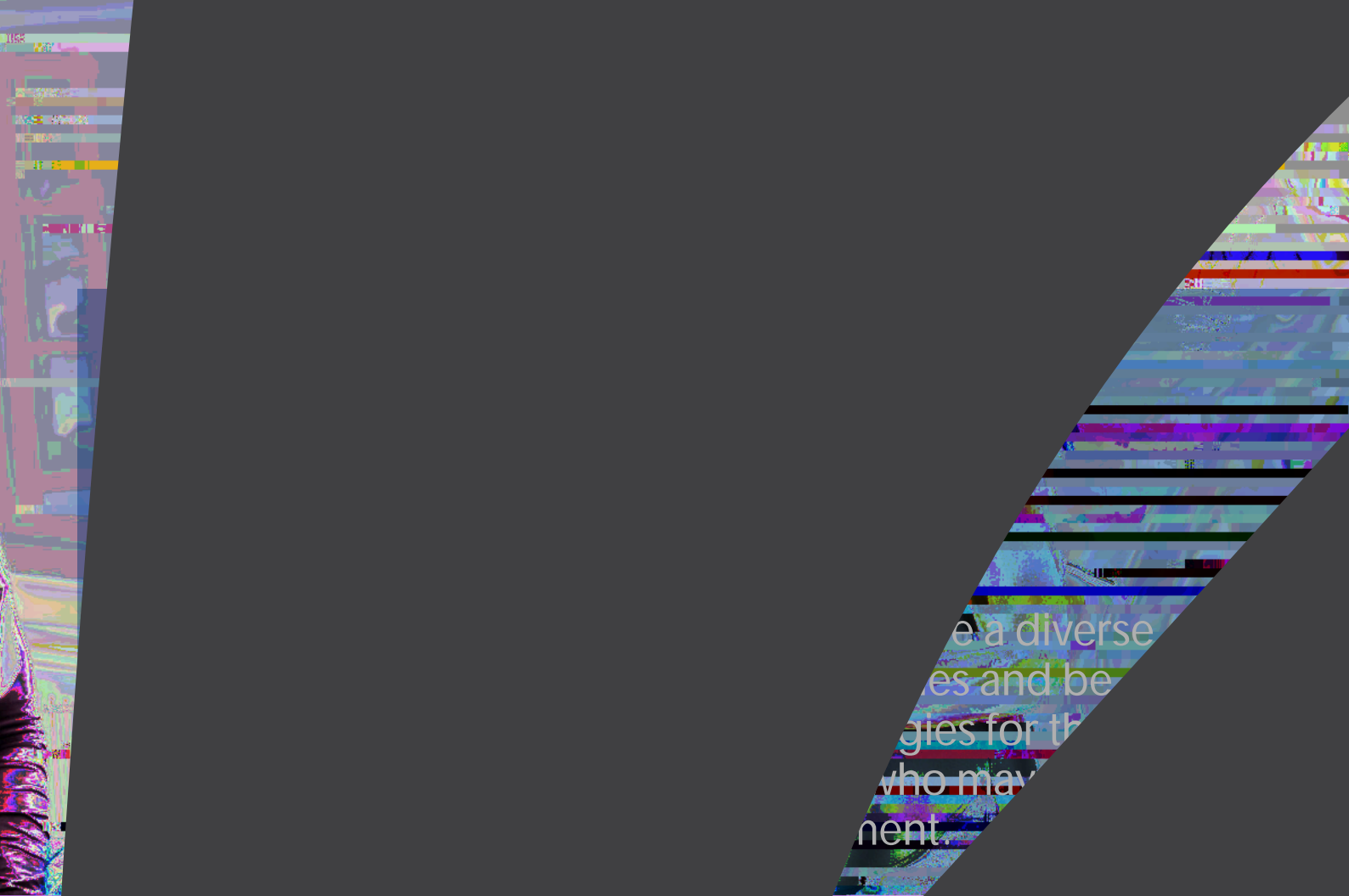
• It is a guide to help organisations think about their capabilities and how they can improve them. It is a guide to help organisations think about their capabilities and how they can improve them.





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			
<p>Understanding and influencing others, and acting in a way that is consistent with the highest standards of probity.</p>	<p>Challenging and supporting others to achieve their full potential.</p>	<p>Modeling and demonstrating high standards of probity, and encouraging others to do the same.</p>	<p>Conducting and adding value to the Commission's activities.</p>
<p>Ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Acting in a way that is consistent with the highest standards of probity.</p>	<p>Modeling and adding value to the Commission's activities.</p>
<p>Ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Acting in a way that is consistent with the highest standards of probity.</p>	<p>Modeling and adding value to the Commission's activities.</p>
<p>Ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Acting in a way that is consistent with the highest standards of probity.</p>	<p>Modeling and adding value to the Commission's activities.</p>
EXAMPLES OF NON EFFECTIVE BEHAVIOURS			
<p>Failing to understand, influence, and act in a way that is consistent with the highest standards of probity.</p>	<p>Failing to challenge and support others to achieve their full potential.</p>	<p>Not modeling and demonstrating high standards of probity, and not encouraging others to do the same.</p>	<p>Not conducting and adding value to the Commission's activities.</p>
<p>Not ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Not ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Failing to act in a way that is consistent with the highest standards of probity.</p>	<p>Not modeling and adding value to the Commission's activities.</p>
<p>Not ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Not ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Failing to act in a way that is consistent with the highest standards of probity.</p>	<p>Not modeling and adding value to the Commission's activities.</p>
<p>Not ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Not ensuring that the Commission's activities are conducted in a way that is consistent with the highest standards of probity.</p>	<p>Failing to act in a way that is consistent with the highest standards of probity.</p>	<p>Not modeling and adding value to the Commission's activities.</p>

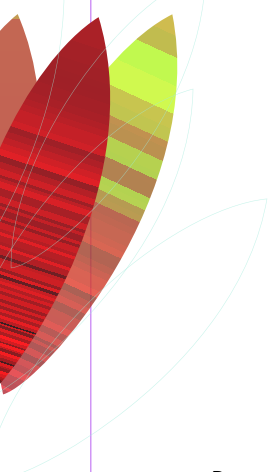


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...ATTRIBUTES
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Proactively build and engage in positive relationships with internal and external stakeholders that allows for the contribution of all to



COMMUNICATION
COMMUNICATING EFFECTIVELY
COMMUNICATING EFFECTIVELY

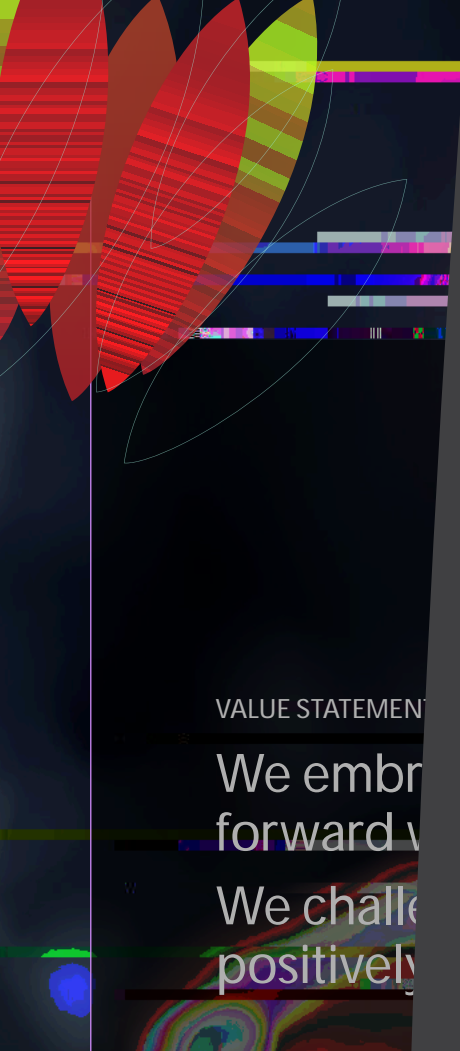
Respectfully participate in a variety of communication strategies provide, receive, and contribute to information exchanges with a variety of people to affect a positive outcome.

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

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

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VALUE STATEMENT

We embrace
forward
We challenge
positively

WHAT
LOOKS LIKE

		
<p>1. We embrace forward thinking and innovation.</p> <p>2. We challenge ourselves and others to think positively.</p>	<p>1. We embrace forward thinking and innovation.</p> <p>2. We challenge ourselves and others to think positively.</p>	<p>1. We embrace forward thinking and innovation.</p> <p>2. We challenge ourselves and others to think positively.</p>

CORE ATTRIBUTES

Vision | Adaptability | Critical Thinking



SWISS REPAIR

LEADING SELF

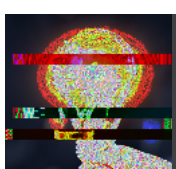
LEADING PEOPLE

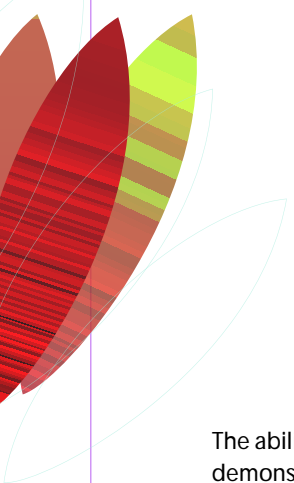
LEADING LEADERS

LEADING ORGANISATION

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.

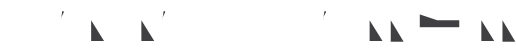
Leading Self	Leading People	Leading Leaders	Leading Organisation
EXAMPLES OF EFFECTIVE BEHAVIOURS			
<ul style="list-style-type: none"> • Demonstrating a clear vision and a strong sense of purpose and direction • Encouraging and supporting team members to take ownership of their work • Initiating and leading change initiatives • Adapting and leading change initiatives, and driving innovation, risk taking, and new ideas 	<ul style="list-style-type: none"> • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work 	<ul style="list-style-type: none"> • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work 	<ul style="list-style-type: none"> • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work
EXAMPLES OF NON EFFECTIVE BEHAVIOURS			
<ul style="list-style-type: none"> • Demonstrating a lack of vision and direction • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work 	<ul style="list-style-type: none"> • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work 	<ul style="list-style-type: none"> • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work 	<ul style="list-style-type: none"> • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work • Encouraging and supporting team members to take ownership of their work





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.

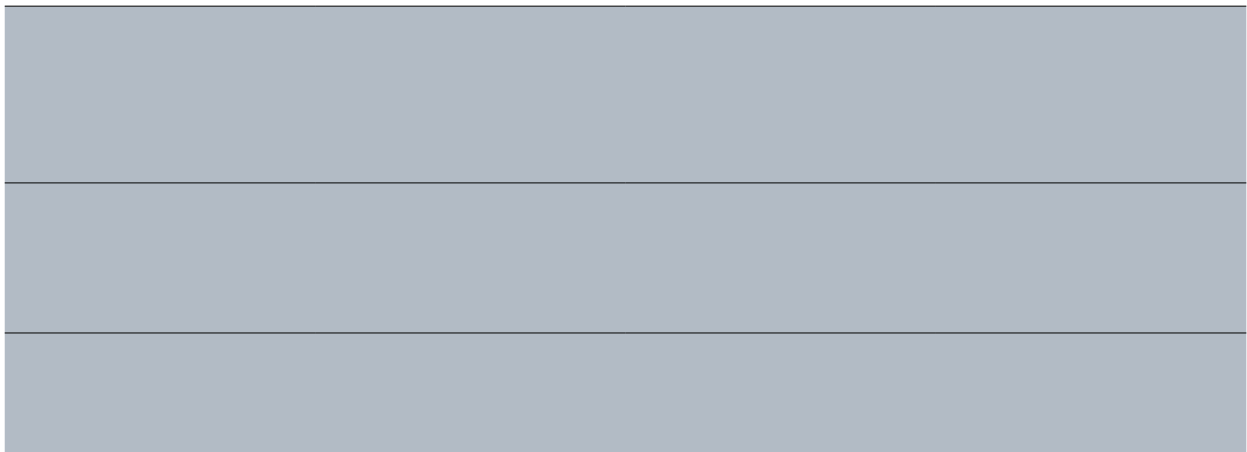




The ability to look at all decisions and actions mindfully, employing creativity whilst maintaining a critical lens. Ability and willingness to solve problems through lateral thinking and develop innovative solutions that have a positive and sustainable impacts.

Leading Self	Leading People	Leading Leaders	Leading Organisation
EXAMPLES OF EFFECTIVE BEHAVIOURS			
Concise and clear communication and handling of information	Clear and concise communication and listening	Empowering and enabling others to perform	Clear and concise communication and handling of information
Clear and concise communication and handling of information	Clear and concise communication and handling of information	Clear and concise communication and handling of information	Clear and concise communication and handling of information
Clear and concise communication and handling of information	Clear and concise communication and handling of information	Clear and concise communication and handling of information	Clear and concise communication and handling of information

... and ... in ...





UNLOCKING
POTENTIAL

