

## Do they show the likely behaviours for their profile?

Potential (stretch and ambition)

### 1C Likely Behaviour

- Shows inexperience but exhibits school / Trust values
- Lack of competence in some areas
- Over-pressured / stressed
- Overwhelmed with tasks / work
- Poor organisation skills

### 1B Likely Behaviour

- Keen & enthusiastic to try new things
- May not optimally utilise others
- Detail focused
- Prefers familiar challenges
- Intuitive decision maker

### 1A Likely Behaviour

- Self-motivates / initiating
- Helpful & co-operative
- Effective & focused problem solver
- Wide networker & communicator
- Big picture focus

### 2C Likely Behaviour

- Sets personal & team targets at local level
- Works at slow or steady pace
- Less prepared to get hands dirty
- Some missed goals & deadlines
- Potential attitude of self-interest

### 2B Likely Behaviour

- Focused on immediate issues
- May send mixed messages
- May work in fits and starts
- Leadership, team and people relationships evolving
- Self-doubt in face of change

### 2A Likely Behaviour

- High personal confidence
- Individually competent
- Tactically / operationally focused
- Project / task / change management oriented
- Effective resource allocator

### 3C Likely Behaviour

- Negative attitude at times
- Evidence of poor relationships
- Conflict / antagonism towards specific people
- Low morale / self-esteem
- Over tolerant of mediocrity

### 3B Likely Behaviour

- Overly 'traditional' thinking
- Low levels of initiative
- Precious about personal knowledge
- Directive or autocratic style
- Prone to micro-management

### 3A Likely Behaviour

- High personal work ethic
- Low ability to or need to delegate
- Task focused (possibly at the expense of relationships)
- 'Silo' work area focused
- Too little communication

Performance (track record and behaviours)