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Description of behaviour

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- Defines clear goals for team members, Creates work plan based on organizational objectives, provides honest and regular feedback. 2.

Competency –  
Commitment.

Description of behaviour

- Widely trusted, Takes ownership, Delivers on commitments. 3.

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- relate to certain jobs.

For example, in  
management roles  
common competencies  
may include strategic  
awareness, leading a team  
and managing team  
performance. Technical  
or job specific  
competencies - apply to  
certain roles or a ' job-

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family ' or ' job  
function ' within the  
organisation. They  
outline any technical  
expertise required and  
assess the depth and  
breadth of that skill and  
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