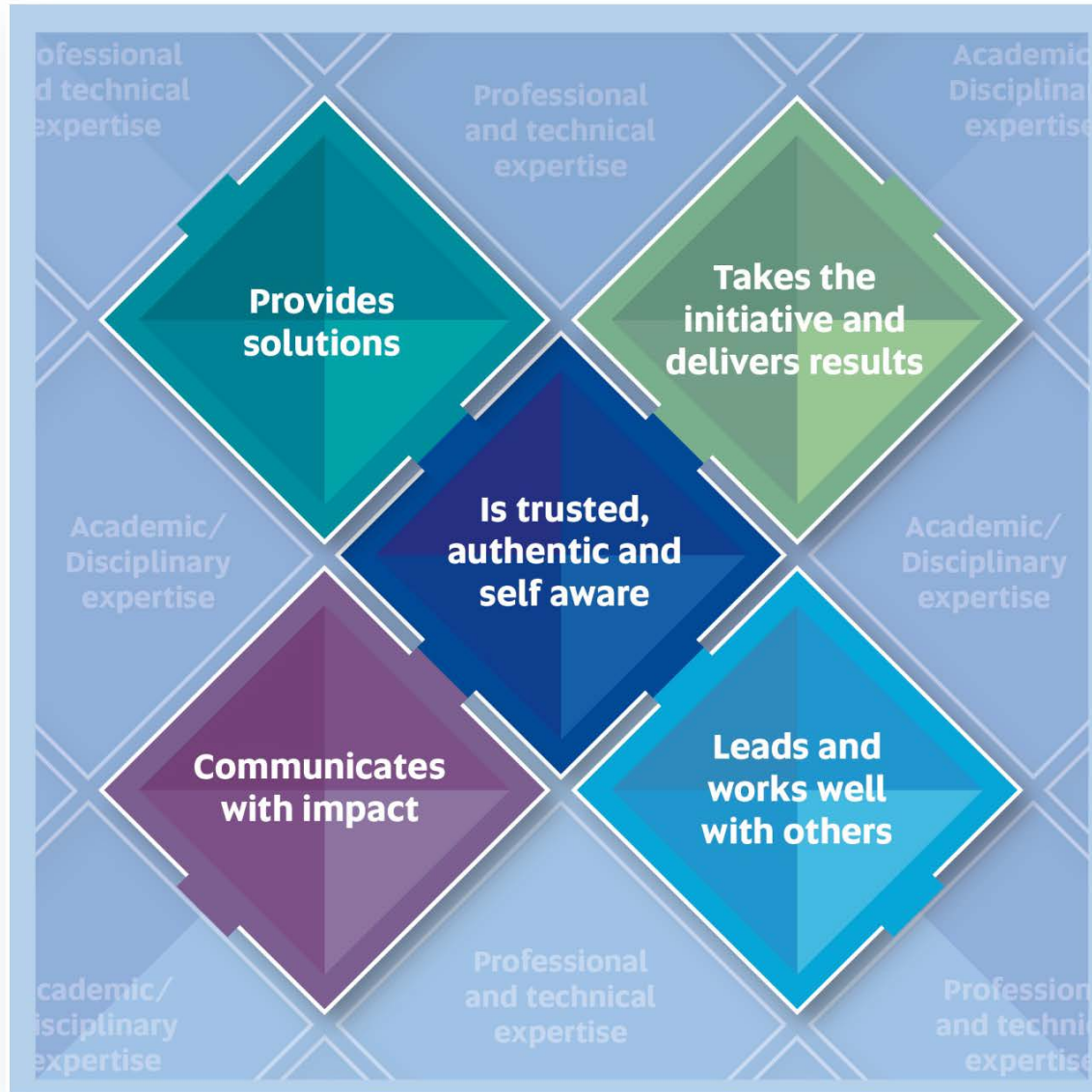



Core attributes of UniSA staff





Trusted, authentic and self aware

- displays appropriate knowledge and expertise and a willingness to share ideas and skills
- understands own strengths and limits and engages in continuous learning and development
- exercises sound judgement and acts with honesty, consistency and integrity
- is dependable; takes responsibility for personal performance and honours commitments
- shows respect for others and interacts in a way that generates confidence in self and in the workplace
- reaches out to be helpful and responsive
- maintains confidentiality as required.



**Takes the
initiative and
delivers results**



**delivers results
initiative and
Takes the**

Takes the initiative and delivers results

- has courage to make things happen and the passion to achieve their best
- seizes opportunities and takes calculated risks
- strives to understand and satisfy customer or client needs
- works effectively in a variety of situations and is willing to persist despite ambiguity or obstacles
- acts to improve a situation without waiting for explicit instructions
- seeks innovative, effective and efficient approaches to completing goals or tasks
- works within, and to, the limits of authority to achieve goals.



Provides solutions

- analyses problems and recommends solutions rather than just identifying the problem
- demonstrates logical, creative and innovative thinking
- makes clear, transparent and timely decisions
- identifies priorities for action and stays focused until critical problems are resolved
- values the input and expertise of others
- recognises the implications and impact of solutions
- acknowledges when they don't know something and takes steps to find out.



Communicates with impact

- communicates with clarity, conviction and enthusiasm, tailored to the audience and situation
- actively listens and seeks to understand and to be understood
- chooses the best communication medium for the message
- keeps people informed
- shows tact and diplomacy
- displays sensitivity to diversity and gender equity
- influences others, creating recognition and support for ideas or to achieve common goals.



Leads and works well with others

- leads by example; demonstrates commitment, courage, energy and tenacity
- is resilient, nimble and adaptive to change
- seeks to understand the bigger picture and the impact and opportunities this brings
- speaks up when an issue needs to be heard
- builds great working relationships and motivates others to accomplish common goals
- is flexible and willing to step out of comfort zone to support the team
- gives and seeks reasonable and constructive feedback
- seeks new alliances to expand sphere of influence and enhance quality of work
- champions a *one team* culture built on respect, trust, collaboration, shared understanding and purpose.

