

## Appendix B: Definitions of Qualifications

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### LEADERSHIP AND TEAMWORK

Focus on the performance expectations described for the level of the officer being appraised. Also note deficiencies in any skills or abilities described under lower levels.

- FS 1**
- Engages in collaborative problem solving and makes a positive contribution to the team.
  - Takes responsibility for assigned work.
  - Earns respect and trust from colleagues and subordinates.
  - Supports a bilingual work environment.
  - Provides a supportive environment for designated group members.
  
  - Influences and motivates others to achieve objectives.
  - Takes action within the limits of authority.
  - Demonstrates commitment to continuous learning.
- FS 2**
- Creates and cultivates an environment that values diversity and gender equality.
  - Encourages others to take responsibility and to express ideas, views and concerns.
  - Encourages and supports continuous learning and developmental opportunities.
  - Shares information with subordinates and acknowledges contributions of others.
  - Takes responsibility for broader areas or issues within the division or mission.
  
  - Defines and adapts objectives and deadlines and recognizes the capability of employees to meet them.
  - Is accessible and responsive to staff and resolves interpersonal problems.
  - Delegates as appropriate.
  - Creates opportunities to stretch and motivate people.