

*Demonstrating Flexibility*

To adjust one's behaviour to meet the demands of a changing environment by:

- remaining productive through periods of transition;
- adapting quickly to deal with emerging opportunities or risks;
- working effectively with a variety of situations, individuals or groups;
- accepting ambiguity and uncertainty in the environment; and
- embracing new methods of working.

*Initiating*

To go beyond the routine demands of the job by:

- taking personal responsibility for the outcome of events;
- working independently to perform one's duties;
- investigating various sources of information;
- taking action beyond explicit requests; and
- seeking opportunities to influence events and originate action.