

**Embracing change**

*Being open to and engaging with new ideas and ways of working. Adjusting to unfamiliar situations, shifting demands and changing roles.*

**Self**

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| --- | --- | --- |
| Indicator | How I do/have done this | How I could start/continue to do this |
| Accepting that change is an integral part of life |  |  |
| Demonstrating a willingness to do things differently |  |  |
| Making suggestions for improvement |  |  |
| Taking a creative approach to change which challenges  assumptions and is not based purely on enhancing existing practice |  |  |
| Viewing change situations as opportunities for improving and developing work |  |  |
| Remaining positive about moving forward despite being realistic about the challenges presented by change |  |  |
| Demonstrating that ‘the way things are done here’ does not restrict you |  |  |
| Challenging the status quo in a constructive way |  |  |

**Others**

|  |  |  |
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| Indicator | How I do/have done this | How I could start/continue to do this |
| Seeking a diversity of perceptions |  |  |
| Encouraging others to initiate and embrace change |  |  |
| Encouraging experimentation and new ways of working |  |  |
| Providing ongoing support and encouragement to others who are developing and testing solutions |  |  |
| Articulating the purpose of change and the context within which change is happening |  |  |
| Adapting approach to respond to changes outside of the organisation |  |  |
| Communicating change in a  positive manner through  influencing and persuasion |  |  |
| Recognising, respecting and  acknowledging others’ responses to change |  |  |
| Inspiring and motivating others to engage as a team member in identifying and implementing change |  |  |

**Organisation**

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| Indicator | How I do/have done this | How I could start/continue to do this |
| Creating a climate that  encourages innovation and  receptivity to change |  |  |
| Leading by example in  supporting the organisation to  break with traditional methods |  |  |
| Communicating upwards to influence policy formulation |  |  |
| Embracing new technologies,  techniques and working  methods |  |  |
| Scanning the wider environment to seek opportunities to develop  the organisation |  |  |
| Modifying departmental/  organisational strategy to adapt to changes in the wider environment |  |  |

Examples of behaviours that may indicate a need for further development in embracing change:

* Unable to move beyond negative reaction to uncertainty
* Complaining instead of doing something about it
* Consistently blocking change and failing to build on others’ ideas for change
* Generating numerous ideas but not following any of them through