

**Embracing change**

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

**Self**

|  |  |  |
| --- | --- | --- |
| 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 challengesassumptions 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**

|  |  |  |
| --- | --- | --- |
| 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 apositive manner throughinfluencing and persuasion  |  |  |
| Recognising, respecting andacknowledging 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 thatencourages innovation andreceptivity to change  |  |  |
| Leading by example insupporting the organisation tobreak with traditional methods  |  |  |
| Communicating upwards to influence policy formulation  |  |  |
| Embracing new technologies,techniques and workingmethods  |  |  |
| Scanning the wider environment to seek opportunities to developthe 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