



Remote Worker Participant Insights

Results for

Quinn Sample

CONFIDENTIAL

Test Date

12-06-2020



16pf[®]

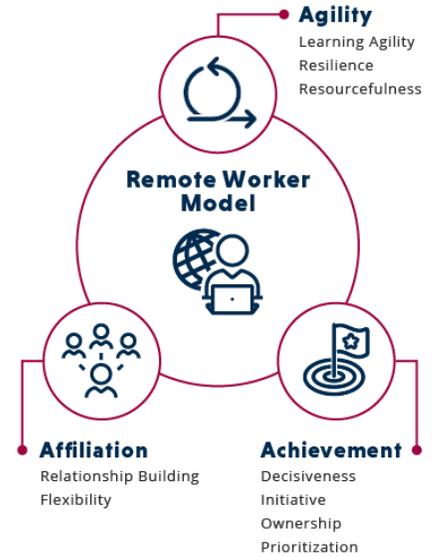
About the 16pf Remote Worker Model

The Remote Worker model is a set of competencies that scientific research has identified as important for success in a remote work environment.

Over the past few decades, there has been a strong focus on identifying individual differences that predict job performance. Most of this research has focussed on individuals who perform their duties in a structured work environment or workplace.

With technological advances and an emphasis on work-life balance, more and more individuals are working remotely either part or full-time. Individuals who are effective in these non-traditional environments have developed competence in key areas that help them be effective and productive.

The 16pf Remote Worker model identifies three groupings of competencies that have emerged that emphasises Agility, Achievement and Affiliation. Work behaviours in these areas differentiate between high and low performing remote employees.



About this report

The 16pf Remote Worker Participant Insights report describes your remote worker profile. Each competency is described in terms of how it contributes to effectiveness in a remote work environment. Then, a list of behavioural descriptors explains how your current level of that competency is likely to be behaviourally demonstrated in a remote workplace. Lastly, a set of development tips are provided to help you leverage your strengths and/or focus on your developmental opportunities.

How to Use this Report

Because the statements in this report are automated, they should be viewed as hypotheses to validate against other sources of data. Treat the information in this report as confidential. It should only be shared with organisational members who have a need to know about it. It should be stored in a separate, secure file.

About the 16pf

The 16pf Questionnaire is a comprehensive measure of adult personality. Its results can be applied to many situations because it provides a full picture of the individual by measuring personality both broadly and deeply. This unique level of insight is supported by more than 60 years of research and application. The results of the questionnaire are generally valid for 12-18 months after completion. They may be less useful if an individual undergoes major changes in their work or life circumstances.

Norm Group

This is the population against which respondents of the 16pf are compared. Using a norm group means a respondent's scores are considered in the context of the type of group they might belong to, rather than in isolation.



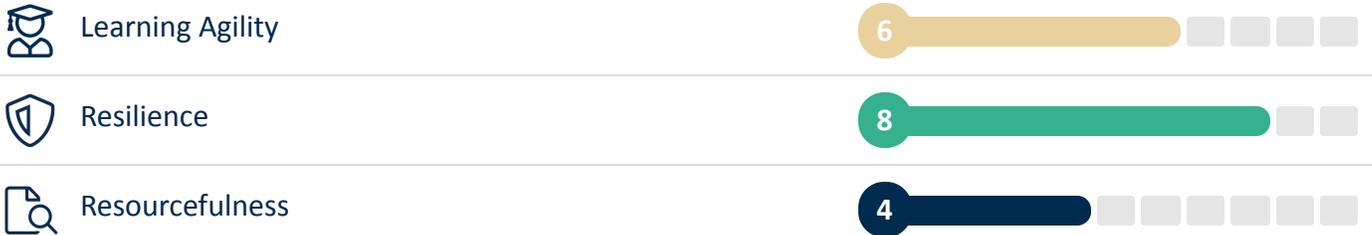
General Population

Overall Summary

This section provides the respondent's likely performance on a set of competencies measured on a 10-point scale. Remember to focus on the most important competencies for the role.

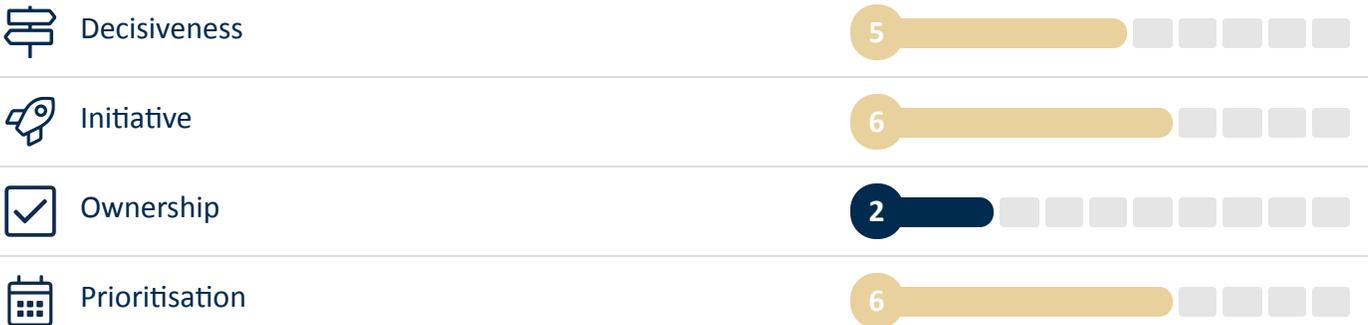
Agility Competency Scores

1-2 Very Low 3-4 Low 5-6 Moderate 7-8 High 9-10 Very High



Achievement Competency Scores

1-2 Very Low 3-4 Low 5-6 Moderate 7-8 High 9-10 Very High



Affiliation Competency Scores

1-2 Very Low 3-4 Low 5-6 Moderate 7-8 High 9-10 Very High





Learning Agility

Results: **Moderate**



Ability and willingness to learn from new experiences and leverages those lessons to perform effectively in different contexts.

Why is LEARNING AGILITY important in a remote work environment?

Continuous learning is a characteristic of many modern jobs. An individual's appetite for learning and their ability to quickly pick up new skills can often make the difference between a high performer and one who is simply getting their job done. When working away from a traditional office setting, the benefits of having a learning-focused work style are heightened because there are many tools that can potentially increase your effectiveness in a remote work environment.

Individuals who have a strong preference for stability and an aversion to learning new methods may struggle to keep up with other teammates in a virtual work environment, particularly when it comes to embracing new technologies. On the other hand, those who have an insatiable appetite for learning may find the freedom in a remote work environment challenging because they may get distracted more frequently whilst looking into potential improvements when they should instead be focussing on getting their tasks completed.

Knowing where you fall on this competency can help you to understand where your motivation comes from and whether you need to work on cultivating an interest to learn, or if you need to focus on balancing learning with finishing existing work.

Behavioral Indicators

-  You are likely to have a healthy scepticism about trying to make too many changes too quickly.
-  You tend to have a balanced approach to acquiring new skills.
-  You may struggle when forced to learn something new if you don't see the value. Especially in a remote work environment, it may be more difficult to see how others are benefit from learning.
-  In a virtual work environment where there is little visibility or pressure from your supervisor or colleagues, you may not actively seek out challenging opportunities that will help you learn and grow.
-  During stressful situations, you may focus more on what you already know rather than on increasing your knowledge base.



Learning Agility *(continued)*

Development Tips

- ✓ We all make mistakes at work, especially when we are in new situations. Individuals who learn effectively take time to reflect on what went well and what could be better. Reflect on a time you found it difficult to use a new remote work technology and ask yourself the following questions. Why was it difficult? What would have helped it to not be difficult? What would you do differently next time?
- ✓ Learning is more fun when you do it together! Oftentimes remote work groups have difficulty creating a strong team bond and learning from each other. During your next online meeting with a small work team, you could ask for feedback on something new you're wanting to learn to increase your productivity as a group. You could suggest that you learn this new method together as a team so that you can all use it.



Resilience

Results: High

Recovers quickly from setbacks, disappointments, and criticism.



Why is RESILIENCE important in a remote work environment?

When working remotely, individuals do not get as much immediate feedback on their work as they would if they were in a physical office. Individuals lower in resilience may be less effective in a remote environment, where lower visibility can make it easier to spend more time than warranted dwelling on mistakes and setbacks. This can be made worse by the ease in which they can distance themselves from others, and the lack of social support that can accompany some remote environments. In a virtual world, they may miss out on the opportunity to more easily or quickly discuss an issue or concern, get perspective from a trusted colleague, and reframe the situation in a more positive light, allowing them to move on from disappointment. Those who are naturally high in resilience can more easily bounce back from setbacks, regardless of their work environment. They tend to look internally to get perspective on the issue, and use the situation as a learning opportunity.

Knowing where you fall on this competency will help you understand how much autonomy you should strive for as a remote worker as well as when to reach out for guidance and support from others to persevere through difficult situations or challenging times.

Behavioral Indicators



You are somewhat more likely to display control over your emotions and reactions than most other people.



You are likely to recover more quickly from upsetting or difficult situations than others.



You are likely to enjoy challenging situations, which may lead you to feel comfortable with complex or time-consuming approaches, rather than looking for more efficient or expedient methods.



You may be seen by others as overly optimistic and not possessing a realistic view of a situation, challenge, or problem.



You will likely be able to cope with stressful situations better than most, but may do so with such ease that your emotions do not convey urgency, especially when relying heavily on electronic communications.

**Resilience** *(continued)***Development Tips**

- ✓ You are likely to persevere in difficult or stressful circumstances, but may have difficulty identifying when a change in your approach might be more helpful. Working remotely can make it even easier to miss opportunities for improvement. To motivate yourself to consider other approaches, it can help to reflect on times when you refused to change your approach and your outcomes suffered because of it. When should you have adapted; what warning signals did you perhaps ignore?

- ✓ You are likely to possess a high degree of optimism and may be seen by others as not having a realistic view. You may need to make a point of actively sharing your underlying reasoning with others through calls, meetings, or emails. This can help to show them that, whilst your viewpoint is optimistic, it is also based on a realistic understanding of the situation.



Resourcefulness

Results: Low



Actively gathers information in a purposeful manner to understand an issue/resolve a problem.

Why is RESOURCEFULNESS important in a remote work environment?

Being resourceful means gathering information in a purposeful manner to understand issues and resolve workplace problems. Resourcefulness requires strong analytical skills to determine what needs to be done, combined with creativity to brainstorm solutions and the work ethic to see those creative plans through to fruition. Each of these pieces are integral to an effectively resourceful employee.

Resourcefulness is highly valued in any workplace setting, but it becomes crucial in a virtual environment. In a remote setting, you are likely to have fewer resources available at your fingertips than you would in a traditional office setting. This includes material objects like pen, paper, and whiteboards, as well as human contact from your fellow employees, or easy access to your supervisor and other leadership. In the absence of all these typical assets, someone who is low on resourcefulness may struggle with completing their basic tasks and may be unable to create new approaches to their common processes. This will result in a reliance on the status quo and will likely mean that new or arising issues and problems will not be fully understood and may be recurring. In a virtual work environment, these employees may find themselves unable to work effectively because they believe they lack the resources to do their job. Employees who are high in resourcefulness, though, will be more likely to interpret remote work as a new opportunity to be creative and problem solve. Resourcefulness is a lens through which change is viewed as a positive challenge rather than an unsurmountable obstacle.

Knowing how naturally resourceful you are can help you understand how you will deal with the challenges you will face in a remote work environment, in which using your creativity to adapt and overcome becomes critical for success.

Behavioral Indicators



You are not likely to receive criticism for over-analysing a situation or delaying a decision because you prefer timeliness over analysis.



You are likely to take personal feelings and emotions into account when making decisions.



Gathering data when working remotely can take extra time and effort. Given this barrier and your decision-making style, you are prone to making decisions that are based on limited information.



You are not inclined to engage in exhaustive data analysis and may be particularly prone to make decisions that focus on the symptoms of a problem instead of the root cause.



You may not feel that you have access to others in order to gather information when you are remote, and so your decision-making approach might be quick and responsive. However, your decisions may not be well-informed and/or address the underlying causes of the problem.



Resourcefulness *(continued)*

Development Tips

- ✓ Although you will likely take into account people's thoughts and feelings when making decisions, you may benefit from taking a more balanced approach by incorporating more data and objective information. Whilst making decisions solely based on the well-being of others is commendable, doing so without a full objective analysis can lead to biased and/or inaccurate decisions. The next time you are faced with an issue, identify information that could help to inform the decision. Even though it may delay your decision, take the time to gather this information even if it just confirms your own judgment.
- ✓ You may feel somewhat overwhelmed or isolated in a virtual environment if you do not have the resources you typically rely on to solve problems, especially for more complex problems or longer projects. Develop a network of remote resources you can rely on to either supplement or replace a standard in-person resource. The next time you are frustrated by an obstacle, think about the people or information you would need to overcome it. Take the time to reach out to your colleagues or request the information you need. It might take more time, but it can improve your network of resources.

Decisiveness

Results: **Moderate**

Making timely and sound decisions independently and without apprehension.



Why is DECISIVENESS important in a remote work environment?

Being able to make sound decisions quickly is the hallmark of an effective worker, this capability becomes even more important in a remote work environment. As your complete work projects, you are regularly faced with small, somewhat insignificant decisions, and larger, more strategic and important decisions. You likely have a personal approach to this that you've cultivated over the years, whether you realised it or not, and it's important to examine this approach to determine how effective it may be in a remote work environment.

If your normal process involves gathering feedback before making a decision, or if you naturally struggle to make up your mind, you might feel disrupted in a remote context. Not being physically close to your colleagues or your supervisor may make it more difficult and even impractical to involve them in your decision-making, and this can be a difficult adjustment. For individuals low in decisiveness, this may lead to postponing a decision altogether or waiting in hopes that an issue resolves itself. This is most likely to occur when the decision has multiple similar options to consider. Individuals who are higher in decisiveness are less likely to notice a disruption in their ability to quickly make sound and independent decisions when they are in a remote work environment. However, being alone and feeling the pressure to complete work assignments means it is also easier for these individuals to make decisions independently and choose not to include others who might have a valid perspective and who might be affected by the decisions.

Knowing your level of decisiveness can help you understand the obstacles you may face in a remote environment, when you may find communication, collaboration and data gathering more challenging.

Behavioral Indicators

-  When under pressure, you may be comfortable making quick decisions without needing to reach out to your supervisor or team for their input.
-  You are likely to consider alternative solutions and possible consequences before making decisions independently.
-  You may hesitate to make decisions if the situation is ambiguous, and if there is no clear best choice.
-  You may occasionally wait until you are able to contact your supervisor before you finalise a decision, even when you already feel sure about your choice.
-  You are likely to consider information objectively when making decisions; however, as a remote employee who does not have a strong contextual perspective, you may sometimes be influenced by subjective information or personal feelings.



Decisiveness *(continued)*

Development Tips

- ✓ When making decisions, you should consider how to best balance the quality of your decision-making process with the requirement to make efficient and timely decisions. Identifying the most relevant information upfront may help you to focus your decision-making process so that you can arrive at effective solutions quickly.
- ✓ Even in a remote work environment, involving others in the decision-making process may be necessary to ensure that effective solutions are identified. If there are specific people who can help inform your final decision, do not be afraid contact those people or set up a brief meeting to discuss your questions.



Initiative

Results: **Moderate**



Actively influences events rather than passively accepting them.

Why is INITIATIVE important in a remote work environment?

Remote work environments can provide workers with the exact job characteristic that many of them have been craving – autonomy. Research has shown that being empowered and having the freedom to plan and complete your work increases trust and leads to higher motivation, job satisfaction, and organisational commitment.

However, some individuals, often those lower in initiative, do not respond as positively to the lack of structure, co-worker support and supervision that comes with a remote work environment. They may need to feel the accountability that a workplace provides for an extra boost of motivation. Additionally, getting things done virtually can feel more difficult, as it often requires a few extra steps or communications. For individuals who are high in initiative and more naturally action-oriented, their internal motivation often overcomes the lack of structure in the work environment and they tend to find ways around obstacles that can arise in remote work environments.

Knowing where you fall on this competency can help you to understand where your motivation comes from and if you need to create accountability for yourself or if your level of initiative can handle the challenges of remote work.

Behavioral Indicators

- When something needs to be completed, you are willing to assist in getting it accomplished.
- When urgent or necessary, you will make decisions and do what needs to be done to accomplish the task or project.
- Remote work environments present communication challenges and offer less direct interpersonal support, and these barriers could hinder your productivity and/or prevent you from proactively contributing to the team.
- You are often comfortable with the status quo, which could limit your participation in novel activities that could aid in your personal development.
- You are motivated to meet work objectives and expectations; you do what is asked of you but may not naturally make suggestions for enhancements or improvements.



Initiative *(continued)*

Development Tips

- ✓ One of the downsides of being a remote employee is that you are literally invisible to others within the organisation. You are not in a physical workplace to be able to casually chat with individuals in other areas of the company. As a remote worker, you tend to communicate with your direct colleagues and few others, unless you have a job that is cross-functional. Because of this, you may need to make an extra effort to reach out to others and widen your organisational network. Make a list of people in the organisation whose job or department you'd like to understand better. Reach out for short communications and ask specific questions, show interest, and learn more about how you fit into the organisation.
- ✓ When working in a remote work environment, it can feel like every work activity, especially communication, takes a little extra effort. As a result of this, it is easy to become complacent and accept things the way they are. You may hesitate to share your thoughts and ideas for innovations or improvements. When you are not as visible to your team, it is important to maintain active communication, share ideas and take the extra time to connect. Look for ways to improve processes, reduce inefficiencies, and boost effectiveness. The next time you have an idea, open a discussion with a teammate to explore solutions.



Ownership

Results: Very Low

Sets high standards for achievement, takes obligations seriously, and accepts responsibility for own actions and decisions.



Why is OWNERSHIP important in a remote work environment?

In a remote work environment, individuals must take control of how they get their work done because there is typically not someone outlining priorities for them. Some individuals, often those lower in ownership, do not work as effectively when they are allowed to set their own work pace, determine their own priorities, and work with autonomy toward their goals. They tend to work on those things they find more interesting or easier and may lose motivation without someone physically there to keep them on track or hold them accountable. These individuals benefit from the more direct oversight and informal check-ins associated with a standard office setting. Individuals who are high in ownership are internally driven to complete their work when and as expected. They can motivate themselves regardless of their work environment and can be as effective working remotely as they would be in a standard office setting.

Knowing your level of ownership will help you to understand how you approach work and what steps you can take to maximise your performance in a remote work environment.

Behavioral Indicators

- You tend to perform best in fluid, unstructured environments, and are likely to prefer the flexibility that often comes from working remotely.
- You are likely to feel comfortable working in situations that have a high degree of ambiguity, so you will continue to work on tasks even if you cannot reach someone who can give you additional information or answer any questions you may have.
- Others are likely to view you as unreliable at following through on commitments and deadlines. When working remotely, they may be more likely to attribute this to lack of effort on your part.
- It is unlikely that you will push yourself to do more than is expected of you. This is even more likely when you work remotely since your work pace cannot be monitored.
- You are likely to prefer working on undemanding tasks with flexible timelines.



Ownership *(continued)*

Development Tips

- ✓ You may need encouragement and regular check-ins to stay focused and keep on track with your objectives. This may be particularly hard to achieve in a remote work environment where your work is difficult for others to track. It may be helpful to create a task list with specific timelines and send it to your supervisor as an accountability measure. It may also be helpful for you to set up regular check-in calls with your supervisor to discuss progress, setbacks, and upcoming priorities.
- ✓ You may have a tendency to underestimate how long work will take or fail to take into account unforeseen circumstances when planning work and timelines. When beginning a new task, estimate how long each step will take, track your time to see if you underestimated or overestimated, and use this information to determine a more realistic estimate of how long work will take. It's also helpful to add a little extra time when committing to a deadline.



Prioritisation

Results: **Moderate**



Effectively manages time and resources, and regularly evaluates goal progress and reprioritises, as needed.

Why is PRIORITISATION important in a remote work environment?

Remote work environments by nature combine ones' work and personal life because they happen in the same physical place. Whilst this can provide great opportunities for balancing the two, it can also create challenges for remote workers who are not particularly good at managing their time or organising their work. Individuals who do not monitor their work progress and clearly schedule their workday can find themselves bouncing between work and personal responsibilities without being particularly effective at either. When there is no boundary between the two worlds, the conflict that arises can lead to high levels of job stress and dissatisfaction. Individuals who have more control over their work schedule and regularly evaluate and reprioritise their work are more productive and effective in remote work environments.

Knowing where you fall on this competency can help you to understand how much you control and organise your work. If you prefer to work more freely, you may need to take steps to add more structure and planning to your work to counteract the pitfalls of a remote work environment.

Behavioral Indicators

- In general, you regularly review priorities and adjust them as necessary. You try to spend time on issues that are the most pressing and that will increase your chances of achieving your objectives.
- You are as likely as most to successfully meet important deadlines, follow up on delegated work in a timely manner, and identify problems before they become larger issues.
- Whilst you typically have a good understanding of your highest priorities, when things get busy you may not adjust your priorities as quickly as is necessary.
- When you are under time pressure or tight deadlines, you may limit your focus to a single project or task, causing you to push back other responsibilities. Without reminders that naturally occur in the office, sometimes things may fall through the cracks when you are working remotely.
- You are likely to be effective in implementing practices that require a moderate amount of planning and organising. However, the lack of structure in a remote work environment could be a challenge when you are faced with implementing more complex changes.



Prioritisation *(continued)*

Development Tips

- ✓ Remote employees generally have more freedom over how they spend their time than others. This can be a positive or negative depending on the employee and their level of skill managing their priorities. With your level of prioritisation, you are not likely to struggle with your tasks when you have a few important projects on which to focus. However, when your responsibilities broaden, you may find yourself struggling to prioritise among them. When you are having difficulty determining the priority of your different tasks, review timelines, dependencies, resources and business value to evaluate which are the most important. After making some decisions, check with your manager regularly.
- ✓ Remote work environments can really test the time management and prioritisation skills of teleworkers. Even individuals who are organised and focused in the workplace can struggle in a remote environment where there are many more distractions and fewer boundaries. It takes some extra effort and focus to create the structure that is needed of most remote employees to be effective and stay on task. Invest in some support tools that will aid your planning, management and control of your projects, tasks and activities. Such tools could include, wall planners, Gantt charts, diaries, personal organisers etc.

Flexibility

Results: **Very High**

Ability to easily modify attitudes, behaviours, or plans in response to changing circumstances or need to compromise.



Why is FLEXIBILITY important for a remote worker?

Flexibility refers to individuals' capability of modifying their attitudes and behaviour to changes and new circumstances. Some remote work environments may require more flexibility than others. It's important to consider your remote office set up, as well as, your organisation's culture and how frequently objectives change.

First, when you are working remotely, think about your workspace. Do you have a dedicated workspace with the ability to close it off when your work is complete for the day? If you do not, you are much more likely to experience conflict between your work and personal life. A highly adaptable person is likely to handle this conflict with more positivity than a less flexible person. At the same time, highly flexible individuals who fail to set boundaries between their work and personal lives may find themselves having difficulty being as productive as they would like. In some cases, being moderately flexible could be more desirable because of this ability to set boundaries and their preference for a bit more routine and structure.

How one's level of flexibility interacts with a remote work environment can also depend on the organisational culture. Remote employees who work for a dynamic organisation that consistently changes goals and objectives are likely to experience changing demands regardless of where they are working. However, keeping up with shifting responsibilities and staying informed can be more challenging in a remote work environment. An individual who is lower in flexibility, and is expected to manage these regular changes, is much more likely to express dissatisfaction and frustration than someone with more flexibility.

When considering your level of flexibility, think about your individual work environment, and the type of organisation for which you work to help you to best understand yourself and what you can expect.

Behavioral Indicators

- You are very likely to embrace change when it happens and almost always view it positively, even when it is not yet clear how things will work out.
- When you need to change your approach based on new information or events, you will take the extra effort to seek out information and give updates to others, even though doing so can take more time and effort in a remote environment.
- Others may perceive you as changing priorities and plans too often, without considering the impact of your decisions on longer-term goals and the effect on others.
- Others may feel you act inconsistently and too easily adapt your behaviour depending on the individuals with whom you are interacting at the moment.
- Whilst adapting your behaviour to best fit the situation is a positive attribute in critical situations with high stakes, making a practice of continually switching gears can frustrate the individuals involved in your projects.



Flexibility *(continued)*

Development Tips

- ✓ As you are very comfortable with adapting and modifying your approach, you may not be open to using proven methods, even if they may be the best options given the circumstances. When working remotely, you may be tempted to spend more time doing research on potentially new approaches. You should try to consider all options, new and old, and apply the approach that will most likely give you the desired outcome.
- ✓ Given your high level of adaptability, you may need to reflect on how you prioritise and plan. Your willingness to change direction may negatively impact your ability to achieve your longer-term plans. In a remote work environment, it may be even easier for you to change direction too often. It may benefit you to keep your objectives in mind and ensure that you are prioritising in a way that ensures they are being met.



Relationship Building

Results: High



Builds a rapport with others, gains trust quickly, and cultivates and maintains relationships.

Why is RELATIONSHIP BUILDING important in a remote work environment?

Remote work requires people to be more proactive about maintaining relationships as compared to a traditional office environment. This means taking steps to build rapport quickly with others, gaining their trust, and cultivating long-term relationships.

When significant coordination is required, remote work requires people to reach out early and often to align on dependencies and exchange information. Some communicate more frequently or use different modes to communicate when they are away from the office and often there is effort to ensure they are accessible to others, so they don't miss out on opportunities to help their teammates. Building trust and ongoing rapport means maintaining regular contact with others and making more time to connect with them on a personal level. These outreach behaviours may not always come naturally to people who work remotely though, particularly those who prefer independent work who may be more inclined to withdraw when working remotely.

Knowing where you fall on this competency will help you understand how likely you are to maintain relationships needed to collaborate with others, when you are working remotely.

Behavioral Indicators

- You are likely to mix easily with other people, build successful relationships, and establish useful contacts despite being remote from your colleagues.
- You tend to invest time into most relationships, forming close connections and establishing trust even in the absence of frequent face-to-face interactions.
- Not everyone is as willing as you are to open up and trust others, at times you may encounter individuals who could find your style off-putting.
- You may be viewed as overly enthusiastic in your communications and may benefit from mirroring others' communication style/preference, when possible.
- Because you value relationships, you are at risk of investing more time in maintaining in those relationship than in the tasks needed to achieve your objectives.



Relationship Building *(continued)*

Development Tips

- ✓ Remote work environments often mean participating in regular conference calls. Because you enjoy speaking to others, at times you could dominate the conversation. Your tendency to speak up may hinder others from contributing. Pay attention to how much you are talking during a call and take the opportunity to elicit responses from quieter participants. Show your interest in their opinion and their contribution to the discussion. By focussing on others, you can further build relationships.
- ✓ Building relationships remotely often includes phone and/or video conversations. Fostering a connection via technology can be more challenging than in a face-to-face, physical meeting. As a result, it can take longer for some people to let their guard down and begin to trust others. It may be helpful for you to recognise that not everyone builds relationships quickly and in the same way that you do. People who are more guarded may find your approach to be overly enthusiastic and personal. For those situations it may be beneficial to tailor your behaviour to mirror their style when possible to put them at ease and help you build trust. Over time, you can adjust your style to gain a deeper connection.

Competency Definitions

This section presents definitions of all competencies for reference.

Agility Competencies

**Learning Agility**

Ability and willingness to learn from new experiences and leverages those lessons to perform effectively in different contexts.

**Resilience**

Recovers quickly from setbacks, disappointments, and criticism.

**Resourcefulness**

Actively gathers information in a purposeful manner to understand an issue/resolve a problem.

Achievement Competencies

**Decisiveness**

Making timely and sound decisions independently and without apprehension.

**Initiative**

Actively influences events rather than passively accepting them.

**Ownership**

Sets high standards for achievement, takes obligations seriously, and accepts responsibility for own actions and decisions.

**Prioritisation**

Effectively manages time and resources, and regularly evaluates goal progress and reprioritises, as needed.

Affiliation Competencies



Flexibility

Ability to easily modify attitudes, behaviours, or plans in response to changing circumstances or need to compromise.



Relationship Building

Builds a rapport with others, gains trust quickly, and cultivates and maintains relationships.
