

BEHAVIOURAL COMPETENCIES FOR EARLY CHILDHOOD AND SCHOOL AGED CARE PROFESSIONALS

	Creative, Innovative and Fun-Loving	Displays Initiative, Takes Responsibility and Makes Things Happen
Assistants	Open to new approaches and ideas	Makes decisions within defined procedure and acts on present issues
	Questions the status quo	Offers ideas and refers to others when decisions are unclear
	Adopts new policies and practices quickly	Works independently and requires reassurance
	Partakes in a fun and lively environment	Prefers to make decision with few consequences
Educators	Assesses the suitability of current approaches and practices	Makes proactive decisions by interpreting rules and procedures
	Experiments with new ideas	Interprets rules to deal with aberrations to achieve greater results
	Analyses and critically evaluates new ideas	Takes responsibility for problem solving
	Maintains a sense of humour	Seeks advice before making decisions when the situation is unclear
Supervisors	Researches widely and cross industry for new ideas	Uses experience from a range of environments to make decisions
	Evaluates new ideas with a long-term approach	Consults widely to establish critical information, weighs up competing factors
	Develops new creative solutions	Commits to continuous improvement (7.1)
	Adopts a flexible and adaptable approach	Understands and mitigates risks, implements contingency plans when crises arise
Management	Encourages others to be creative and to experiment	Makes high-level, future-focused decisions without guidelines
	Empowers others to challenge the status quo	Sources and simplifies information to help others make decisions
	Uses humour to reduce stress and develop a sense of belonging	Makes decisions in new abstract and ambiguous environments
	Takes calculated risks on new or unusual ideas	Deals with competing interests and manages risks

To find out about how behavioural competencies can work for your service, check out our workshop **Hiring, Firing and Everything in Between**. More information can be found at www.farranstreet.com.au/education or email education@farranstreet.com.au

