

Example of a candidate's consolidated results (focus capabilities assessed)

Capability group	Capability	Written activity (/5)	Role play (/5)	Structured interview (/5)	Final rating (/5)
Personal attributes	Display Resilience and Courage *	5	3		4.0
Personal attributes	Act with Integrity *		4	4	4.0
Personal attributes	Manage Self				
Personal attributes	Value Diversity and Inclusion				
Relationships	Communicate Effectively *	5		3	4.0
Relationships	Commit to Customer Service				
Relationships	Work Collaboratively				
Relationships	Influence and Negotiate *		4	4	4.0
Results	Deliver Results				

Capability group	Capability	Written activity (/5)	Role play (/5)	Structured interview (/5)	Final rating (/5)
Results	Plan and Prioritise				
Results	Think and Solve Problems *	4	5		4.5
Results	Demonstrate Accountability				
Business enablers	Finance				
Business enablers	Technology				
Business enablers	Procurement and Contract Management				
Business enablers	Project Management				
People management	Manage and Develop People				
People management	Inspire Direction and Purpose				
People management	Optimise Business Outcomes				
People management	Manage Reform and Change *	4		2	3.0
	* Indicates a focus capability			Overall score (/30)	23.5

Rating scale

1. Significant development required (None of the behavioural indicators were seen. The candidate did not demonstrate competence in the capability at this level and would need significant development)
2. Development required (Few behavioural indicators were seen. The candidate would require development on this capability)
3. Meets requirements (A satisfactory number of indicators were seen. The candidate provided a satisfactory response which met the pre-established standards for this capability)
4. Likely to be strength (Most behavioural indicators were seen. The candidate provided a thorough response which clearly demonstrated capability at this level)
5. Very likely to be a strength (All behavioural indicators were seen. The candidate provided an excellent response demonstrating consistent application of capability at this level and could mentor others)