

Matrix for capabilities commonly assessed using work sample exercises

CAPABILITY GROUP	CAPABILITIES	Group exercise	Role play	Case study	In-tray exercise	Written exercise	Technical skills assessment
Personal attributes	Display Resilience and Courage	Yes					
Personal attributes	Act with Integrity		Yes				
Personal attributes	Manage Self						
Personal attributes	Value Diversity and Inclusion	Yes					
Relationships	Communicate Effectively	Yes	Yes	Yes	Yes	Yes	Yes
Relationships	Commit to Customer Service		Yes				
Relationships	Work Collaboratively	Yes					

CAPABILITY GROUP	CAPABILITIES	Group exercise	Role play	Case study	In-tray exercise	Written exercise	Technical skills assessment
Relationships	Influence and Negotiate	Yes	Yes				
Results	Deliver Results			Yes			
Results	Plan and Prioritise			Yes	Yes	Yes	
Results	Think and Solve Problems	Yes		Yes	Yes	Yes	
Results	Demonstrate Accountability		Yes				
Business enablers	Finance						Yes
Business enablers	Technology						Yes
Business enablers	Procurement & Contract Management						Yes
Business enablers	Project Management						
People management	Manage and Develop People		Yes				
People management	Inspire Direction and Purpose		Yes				
People management	Optimise Business Outcomes			Yes			

CAPABILITY GROUP	CAPABILITIES Group exercise	Role play	Case study	In-tray exercise	Written exercise	Technical skills assessment
People management	Manage Reform and Change					
Occupation specific	Refer to relevant <u>capability set</u>					Yes