

**Engaging with the wider context**

*Enhancing your contribution to the organisation through an understanding of the bigger picture and showing commitment to organisational values.*

**Self**

|  |  |  |
| --- | --- | --- |
| Indicator | How I do/have done this | How I could start/continue to do this |
| Making connections and recognising how your work may impact at all levels across the organisation  |  |  |
| Being aware and keeping abreast of sector wide and organisational developments  |  |  |
| Being clear about how own role fits in  |  |  |
| Demonstrating organisational values through the ways that you work  |  |  |
| Creating and articulating a purpose for own area of responsibility  |  |  |
| Taking an active interest in the way the organisation works to inform your professional practice |  |  |

**Others**

|  |  |  |
| --- | --- | --- |
| Indicator | How I do/have done this | How I could start/continue to do this |
| Making clear for others the links between individual, team, department and organisational objectives  |  |  |
| Providing clarity aboutresponsibilities andaccountabilities of others inrelation to the wider context  |  |  |
| Creating momentum andenthusiasm about the role of the team within the widerorganisation  |  |  |
| Consistently promoting and role modelling the organisational values  |  |  |

**Organisation**

|  |  |  |
| --- | --- | --- |
| Indicator | How I do/have done this | How I could start/continue to do this |
| Ensuring plans are consistentwith the values and objectives of the organisation  |  |  |
| Keeping sight of the vision indealing with day-to-daypressures  |  |  |
| Encouraging an organisation wide perspective through joined-up thinking and creating a sense of common purpose |  |  |

Examples of behaviours that may indicate a need for further development in engaging with the wider context:

* Getting bogged down in detail – unable to see the wood for the trees
* Being too internally focused
* Focusing on short-term issues at the expense of long term goals
* Working in isolation