

**The AGD Performance Expectations** outline the capability needs of AGD employees to enable the department to achieve its outcomes in an increasingly complex and changing environment. The Performance Expectations guide consistent performance across AGD at each classification. The AGD Performance Expectations do not replace, but are aligned to the APS Work Level Standards (WLS) and Integrated Leadership System (ILS).

 <b>Creates Solutions</b>	 <b>Demonstrates Agility</b>	 <b>Communicates Effectively</b>	 <b>Leads with Commitment</b>	 <b>Collaborates with Purpose</b>	 <b>Accountable for Quality Outcomes</b>
<ul style="list-style-type: none"> <li>Recognises how tasks contribute to the achievement of team goals.</li> <li>Talks to supervisor when work processes seem overly complicated.</li> <li>Consults others when problems arise, seeking approval from supervisor before implementing solutions.</li> <li>Seeks advice about where to find information required to complete tasks.</li> </ul>	<ul style="list-style-type: none"> <li>Responds flexibly to changes in team plans and schedules.</li> <li>Accepts new work, using skills to support the team.</li> <li>Works as directed to achieve outcomes, even in difficult circumstances.</li> <li>Asks for assistance when needed.</li> </ul>	<ul style="list-style-type: none"> <li>Writes in a way that is logical and easy to follow.</li> <li>Speaks at the right pace and level for the audience.</li> <li>Uses facts to support claims.</li> <li>Listens carefully to others.</li> </ul>	<ul style="list-style-type: none"> <li>Completes own work tasks under supervision.</li> <li>Understands and acts on constructive feedback.</li> <li>Consults with supervisor to identify personal development or career goals.</li> <li>Upholds the APS Values, Code of Conduct and Employment Principles.</li> </ul>	<ul style="list-style-type: none"> <li>Works as a supportive and co-operative team member.</li> <li>Assists others when needed.</li> <li>Keeps supervisor informed about work progress.</li> <li>Tries to see things from others' perspectives.</li> </ul>	<ul style="list-style-type: none"> <li>Adheres to relevant quality standards in completion of work.</li> <li>Manages own time effectively to accomplish tasks.</li> <li>Raises issues with supervisor as soon as they arise.</li> <li>Follows the direction of supervisor when prioritising work.</li> </ul>