

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>• <b>Informs supervisor when work processes could be simplified, sharing ideas about how this could be achieved.</b></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> <li>• Recognises how tasks contribute to the achievement of team goals.</li> </ul>	<ul style="list-style-type: none"> <li>• Accepts new work, <i>applying skills flexibly to meet demands.</i></li> <li>• Responds flexibly to changes in team plans and schedules.</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>• Listens carefully to others, <i>checking understanding of others' comments.</i></li> <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> </ul>	<ul style="list-style-type: none"> <li>• <b>Seeks feedback from supervisor.</b></li> <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>• <b>Understands that others have different perspectives and working styles.</b></li> <li>• <i>Builds relationships within team to work as a supportive and co-operative team member.</i></li> <li>• <i>Seeks input and keeps supervisor informed about work progress.</i></li> <li>• Assists others when needed.</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>