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).

Creates Solutions	Demonstrates Agility	Communicates Effectively	Leads with Commitment	Collaborates with Purpose	Accountable for Quality Outcomes
• **Finds workable solutions to problems, seeking advice from supervisor on the best course of action.**	• **Supports colleagues by staying on task during periods of uncertainty.**	• **Produces documents that are clear and easy to read.**	• **Takes responsibility for seeing own work tasks through to completion.**	• Recognises different working styles and adjusts personal style, actions and approach to suit the environment.	• Consults with supervisor to agree on priorities.
• **Demonstrates sound judgement, escalating issues appropriately.**	• Responds flexibly to changes in team plans and schedules.	• **Speaks clearly, using language appropriate for the audience.**	• Understands and acts on constructive feedback, *taking advantage of learning opportunities and addressing performance shortfalls promptly.*	• Builds relationships within team to work as a supportive and co-operative team member.	• *Identifies barriers to completion of own work,* and raises issues with supervisor as soon as they arise.
• Recognises how tasks contribute to the achievement of team goals.	• Accepts new work, applying skills flexibly to meet a range of demands.	• **Shares facts, knowledge and experience appropriately with others.**	• Consults with supervisor to identify personal development or career goals.	• Assists other team members when needed.	• Adheres to relevant quality standards in completion of work.
• Informs supervisor when work processes could be simplified, sharing ideas about how this could be achieved.	• Works as directed to achieve outcomes, even in difficult circumstances.	• Listens carefully to others, checking understanding of others' comments.	• Upholds the APS Values, Code of Conduct and Employment Principles.	• Seeks input and keeps supervisor informed about work progress.	• Manages own time effectively to accomplish tasks.
• Seeks advice about where to find information required to complete tasks.	• Asks for assistance when needed.				

KEY: Bold – reflects new expectation for APS 3 | *Italics* – reflects increased complexity for APS 3