

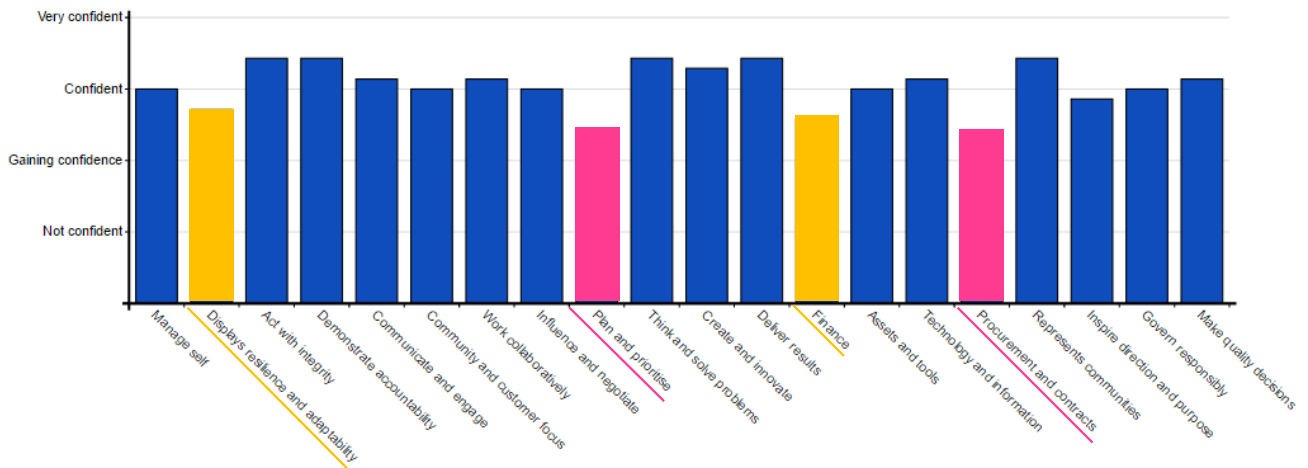
PD IN A BOX | SELF-ASSESSMENT REPORT

The graph below is an amalgamated report from PD in a Box, generated from the self-assessments submitted by all Tweed Shire Councillors. This data identifies common capabilities Tweed Councillors may benefit from group learning and development activities that work towards building confidence in these capability areas.

Council Administrator Report

Below is a graph showing average self assessment results across your council for each capability.

7 members of this council have completed the capability self assessment so far.



The following information details the behavioural indicators for Councillors and the Mayor for each identified capability.

PERSONAL ATTRIBUTES | DISPLAY RESILIENCE AND ADAPTABILITY

Express own views, persevere through challenges, and be flexible and willing to change

Councillor

- Is flexible and willing to change his/her mind in light of new information
- **Stays calm and objective in challenging situations**
- **Advocates constructively for an idea or position, even in the face of strong, contrary views**
- **Listens when challenged and seeks to understand criticisms before responding**
- **Stays positive and perseveres in the face of resistance or setbacks**
- **Accepts public feedback and responds in a thoughtful and considered way**

Mayor

- Is flexible and willing to change his/her mind in light of new information
- **Stays calm and objective in challenging situations**
- **Advocates constructively for an idea or position, even in the face of strong, contrary views**

- **Listens when challenged and seeks to understand criticisms before responding**
- **Stays positive and perseveres in the face of resistance or setbacks**
- **Accepts public feedback and responds in a thoughtful and considered way**
- **Reads situations quickly and shows leadership in times of crisis**
- **Acts as a stabilising influence in challenging and emotionally charged situations**

RESULTS | PLAN AND PRIORITISE

Plan and organise work in line with organisational goals, and adjust to changing priorities

Councillor

- **Identifies and pursues critical priorities and sets aside less critical activities**
- **Contributes to setting clear performance goals that include quality measures**
- **Considers council performance reports and rollover of projects when making new plans**
- **Considers the impact of changes, e.g. government policy/economic conditions and budgets, on strategic plans**
- **Incorporates sound risk management principles into strategic planning**

Mayor

- **Identifies and pursues critical priorities and sets aside less critical activities**
- **Contributes to setting clear performance goals that include quality measures**
- **Considers council performance reports and rollover of projects when making new plans**
- **Considers the impact of changes, e.g. government policy/economic conditions and budgets, on strategic plans**
- **Incorporates sound risk management principles into strategic planning**
- **Works with the general manager to translate strategic direction into a delivery program and operational plan**
- **Monitors progress against the delivery program and operational plan**
- **Considers council's current and potential future role within the community and region when planning**

RESOURCES | FINANCE

Be a responsible custodian of council funds and apply processes in line with legislation and policy

Councillor

- **Uses basic financial terminology appropriately**
- **Makes informed contributions to debate about the allocation of financial resources**
- **Demonstrates respect for public funds and the obligation to manage council resources responsibly**
- **Is aware of financial risks and strategies to manage and mitigate these**

- Is able to discuss implications of council's long term financial plan, audited financial statements and budget reviews
- Identifies and supports opportunities to generate revenue and attract investment

Mayor

- Uses basic financial terminology appropriately
- Makes informed contributions to debate about the allocation of financial resources
- Demonstrates respect for public funds and the obligation to manage council resources responsibly
- Is aware of financial risks and strategies to manage and mitigate these
- Is able to discuss implications of council's long term financial plan, audited financial statements and budget reviews
- Identifies and supports opportunities to generate revenue and attract investment
- Promotes the role of sound financial management and its impact on council effectiveness

RESOURCES | PROCUREMENT AND CONTRACTS

Understand and apply procurement processes to ensure effective purchasing and contract performance

Councillor

- Exercises commercial acumen in reviewing and approving council contracts and tenders
- Makes decisions on council tenders according to value for money, probity and community benefit

Mayor

- Exercises commercial acumen in reviewing and approving council contracts and tenders
- Makes decisions on council tenders according to value for money, probity and community benefit.