** ASSESSMENT MATRIX**

| **CAPABILITY GROUP** | **CAPABILITIES** | **Level** | **Assessment 1**  (Cognitive ability) | **Assessment 2**  (Group activity) | **Assessment 3**  (Work sample) | **Assessment 4**  (Interview) |
| --- | --- | --- | --- | --- | --- | --- |
| **Personal attributes** | **Display Resilience and Courage \*** | Intermediate | ✓ |  | ✓ |  |
| **Personal attributes** | Act with Integrity | Foundational |  | ✓ |  |  |
| **Personal attributes** | Manage Self | Foundational |  |  |  |  |
| **Personal attributes** | Value Diversity and Inclusion | Foundational |  |  |  | ✓ |
| **Relationships** | **Communicate Effectively \*** | etc. |  |  |  |  |
| **Relationships** | **Commit to Customer Service \*** |  |  |  |  |  |
| **Relationships** | Work Collaboratively |  |  |  |  |  |
| **Relationships** | Influence and Negotiate |  |  |  |  |  |
| **Results** | Deliver Results |  |  |  |  |  |
| **Results** | **Plan and Prioritise \*** |  |  |  |  |  |
| **Results** | Think and Solve Problems |  |  |  |  |  |
| **Results** | Demonstrate Accountability |  |  |  |  |  |
| **Business enablers** | Finance |  |  |  |  |  |
| **Business enablers** | Technology |  |  |  |  |  |
| **Business enablers** | Procurement & Contract Management |  |  |  |  |  |
| **Business enablers** | Project Management |  |  |  |  |  |
| **People management** | Manage and Develop People |  |  |  |  |  |
| **People management** | **Inspire Direction and Purpose \*** |  |  |  |  |  |
| **People management** | Optimise Business Outcomes |  |  |  |  |  |
| **People management** | Manage Reform and Change |  |  |  |  |  |

\* An asterisk and bold text indicate a focus capability

Use this assessment matrix to map the capabilities to be assessed in each activity. A minimum of two capability-based assessments needs to be used to assess each focus capability.