

# Matrix for capability based assessments

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.

CAPABILITY GROUP	CAPABILITIES	Level	Assessment 1	Assessment 2	Assessment 3	Assessment 4
Personal attributes	Display Resilience and Courage *	Intermediate	Yes		Yes	
Personal attributes	Act with Integrity	Foundational		Yes		
Personal attributes	Manage Self	Foundational				
Personal attributes	Value Diversity and Inclusion	Foundational				Yes
Relationships	Communicate Effectively *	etc.				
Relationships	Commit to Customer Service *					
Relationships	Work Collaboratively					
Relationships	Influence and Negotiate					

CAPABILITY GROUP	CAPABILITIES	Level	Assessment 1	Assessment 2	Assessment 3	Assessment 4
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