



## Responsive and Adaptive

### Developing

Responsive to the Government of the day and works with agility in uncertain situations to improve the lives of people in New Zealand.

- Is open-minded and inquisitive, and quick to grasp and use new ideas.
- Is learning about Māori and non-Māori world views, and identifies their own knowledge gaps.
- Adapts to altered instructions and priorities.
- Comfortable with ambiguity and change, recovering quickly from setbacks.

### 70% on-the-job learning

Take opportunities to work across teams, groups, and different subject areas.

Work on policy problems where there is less structure or control.

Learn to accept that policy development and projects don't always go to plan.

Look for opportunities, when priorities or directions change.

Challenge ideas and assumptions.

Reflect on your work – what went well, what didn't go so well, what did you learn? Discuss your findings with your manager and other colleagues.

### 20% learning from others

Accompany your manager or senior colleagues to meetings where 'uncomfortable' conversations or trade-offs are required to meet the policy objective.

Ask senior colleagues how they operate in areas of ambiguity or uncertainty.

Ask senior colleagues about how they respond to change and are resilient to setbacks.

### 10% formal training

Take a critical thinking course.