

**INGENUITY** is the quality of being inventive and creative when faced with a variation in BC Public Service objectives and those of Aboriginal people. It involves dealing with problems in original and creative ways that seek commonalities and links rather than gaps and differences. It is approaching issues with a willingness to question one's assumptions and to take risks outside of common ways of thinking and doing. The value of courage may be strongly demonstrated when using ingenuity.

**BEFORE AND DURING THE INTERVIEW**

- Review both "ready" and "not ready" behaviours. See the Aboriginal Relations Behavioural Competency dictionary for the entire list. Select behaviours critical to success. The candidate may demonstrate other valid "ready" and/or "not ready" behaviours not listed.
- Avoid listening only for key words. Listen to the full story, depth, and quality of the example, and consider everything you hear, see, and notice during the interview.

**AFTER THE INTERVIEW**

- Did they demonstrate openness and curiosity when providing examples?
- Did the candidate show their understanding and competence at the required readiness level?
- If the candidate does not have direct experience working with Aboriginal people, are the thinking, attitude, and behaviours demonstrated translatable to working effectively with Aboriginal people? Imagine the candidate actually carrying out the duties of the position and interacting with (and/or supporting) Aboriginal people, communities, governments and organizations. When you listen to what the candidate is telling you, does it give you confidence the candidate will work with the respect needed to be ready?
- Use the Interpretive Wheel to evaluate the response and assign a numerical score.

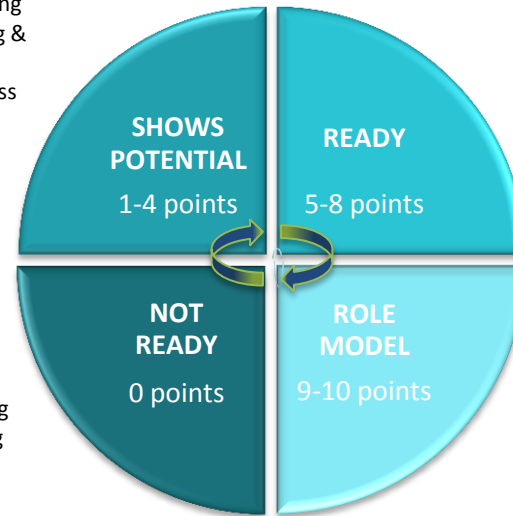
**DID the candidate demonstrate...?**

| Some examples of <b>READY</b> thinking, approach, and behaviours   | Some examples of <b>NOT READY</b> thinking, approach, and behaviours           |
|--|--|
| <i>Acts to take advantage of new ideas</i>   | <i>Repeats behaviour, processes, and actions proven not to work</i>            |
| <i>Engages with Aboriginal people from the start and throughout the process</i>  | <i>Acts without creative dialogue with Aboriginal people on how to improve</i> |
| <i>Responds to creative ideas by listening for and discussing why they might work instead of telling why they won't work</i> | <i>Focuses on deficits and differences rather than commonalities and links</i> |
| <i>Uses collaborative brainstorming and keeps all ideas on the table</i>   | <i>Demonstrates an inflexible "black and white" approach</i>                   |
| <i>Demonstrates an understanding that, if goals differ, it doesn't mean one is right and the other wrong</i>                 | <i>Tries to make standard solutions fit within another cultural setting</i>    |
| <i>Approaches barriers and setbacks with creativity</i>  | <i>Discards the unfamiliar as impossible</i>                                   |
| <i>Thinks beyond "more money" as the only solution</i>   | <i>Defends position rather than exploring alternatives</i>                     |
| <i>Other:</i>  | <i>Other:</i>  |

Some **READY** behaviours  
 Partial understanding of required thinking & behaviours  
 Attitude of openness & curiosity  
 Could be effective with development support

Mostly **NOT READY** behaviours  
 At this time:  
 Lacks understanding of required thinking & behaviours  
 Little or no attitude of openness & curiosity

**INTERPRETIVE WHEEL**



**READY** behaviours only  
 Adequate understanding of required thinking & behaviours  
 Attitude of openness & curiosity

**READY** behaviours only  
 Advanced understanding of required thinking & behaviours  
 Demonstrates and encourages openness & curiosity in others  
 Presents as a credible champion