

PROCESS ORIENTATION places a priority on how things are done. It is a willingness to remain open and follow in new directions. It means setting aside mainstream ways of achieving results and instead following culturally respectful processes that also produce results. It is letting go of agendas or the need to control, and trusting that the appropriate outcome will emerge from a good journey together. It means accepting that both the use of process orientation and a good relationship are concrete results.

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.

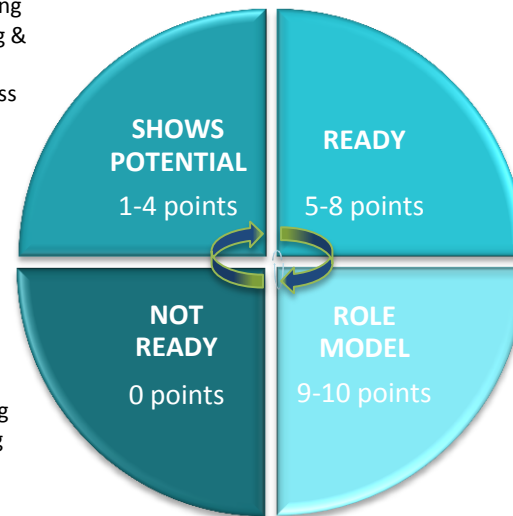
DID the candidate demonstrate...?

Some examples of READY thinking, approach, and behaviours	Some examples of NOT READY thinking, approach, and behaviours
<i>Shows interest in new ways of doing business that work better for Aboriginal people</i>	<i>Sticks rigidly to timelines and methods of operation</i>
<i>Challenges self to follow Aboriginal leadership in determining and facilitating the process</i>	<i>Is slow to learn from Aboriginal people or Aboriginal relations specialists and adapt processes</i>
<i>Prepares for meetings and interactions by learning appropriate protocol (from others in the BC Public Service and Aboriginal people), the intent and meaning behind the protocol and when it should be used in a particular setting</i>	<i>Has an agenda and follows it without consideration of what's needed for the situation</i>
<i>Plans contingencies for when the process may take longer than expected</i>	<i>Focuses exclusively on getting things done</i>
<i>Takes time to build relationship prior to doing business</i>	<i>Consistently seeks to lead and control interactions</i>
<i>Challenges one's tendency to value getting tasks completed over letting the process unfold</i>	<i>Wants to be respectful so doesn't share time parameters or other factors that may impact the process</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