

A **CREDIBLE CHAMPION** shows courage and conviction in advocating for change for the betterment of Indigenous people. This means stepping forward, from a place of respect and knowledge, to name needed change and to champion it. This may mean challenging current business practices and attitudes. A credible champion is admired and respected by Indigenous people and BC Public Service employees, is deeply knowledgeable in the culture of those with whom s/he works, and demonstrates outstanding performance as identified by Indigenous people and the public service. A credible champion remains self-aware and maintains effective relationships.

BEFORE AND DURING THE INTERVIEW

- Review both “ready” and “not ready” behaviours. See the Indigenous 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 Indigenous people, are the thinking, attitude, and behaviours demonstrated translatable to working effectively with Indigenous people? Imagine the candidate actually carrying out the duties of the position and interacting with (and/or supporting) Indigenous 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.

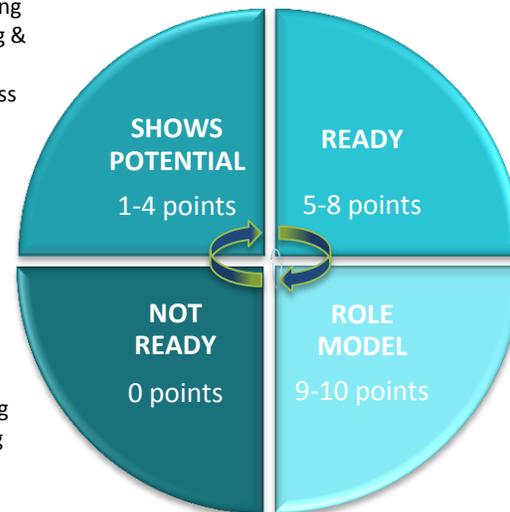
DID the candidate demonstrate...?

Some examples of READY thinking, approach, and behaviours	Some examples of NOT READY thinking, approach, and behaviours
<i>Balances the activities of championing with work expectations and deliverables</i>	<i>Avoids taking a risk when it feels daunting</i>
<i>Asserts the primary position of Indigenous people upon the land relative to all later arrivals</i>	<i>Takes a position of neutrality when advocacy and championing are indicated</i>
<i>Demonstrates respect in all advocacy and championing activities</i>	<i>Acts without awareness of impact</i>
<i>Immerses oneself in Indigenous cultures and communities</i>	<i>Is impatient with perceived resistance to change</i>
<i>Seeks knowledge and feedback from Indigenous people for appropriate advocacy</i>	<i>Uses position of champion to further personal agenda</i>
<i>Challenges behaviours, practices and policies while preserving healthy relationships with individuals</i>	<i>Loses sight of long-term implications when championing</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