

COMMITMENT Interpretive Guide

INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCIES

COMMITMENT is visibly putting into action your stated commitments. It means "walking the talk" and following through. It includes communicating information and intentions openly, honestly and regularly, and welcoming the same in others. It is consistently demonstrating ethical behaviour (such as honouring confidentiality and speaking the truth) so that Indigenous people know what to expect and can trust that action will follow your statement of commitment. It also means anticipating the level of knowledge and understanding needed, and proactively gaining the knowledge prior to entering into relationships with Indigenous people.

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.

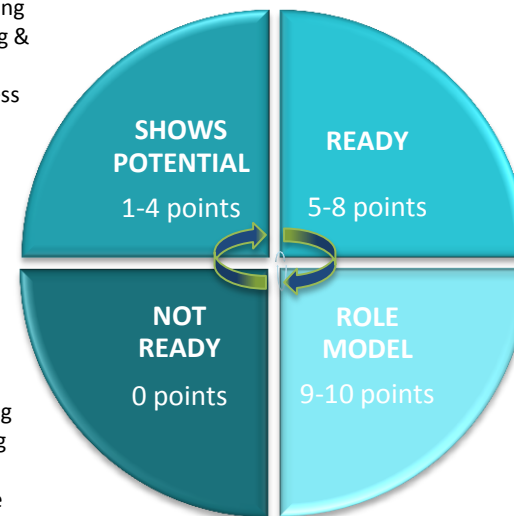
DID the candidate demonstrate...?

Some examples of READY thinking, approach, and behaviours	Some examples of NOT READY thinking, approach, and behaviours
<i>Gains knowledge of the culture, situation, and opportunities prior to entering into relationships with Indigenous people</i>	<i>Commits to an action and has trouble following through</i>
<i>Tells the truth even when it may be challenging to do so.</i>	<i>Says one thing and does another</i>
<i>Is open to feedback around appropriate behaviour in any Indigenous cultural context</i>	<i>Makes commitments prior to understanding the larger picture and how it may impact ability to follow through</i>
<i>Changes behaviours that may get in the way of "walking the talk"</i>	<i>Fails to deliver on time and as promised</i>
<i>Demonstrates continuity when leaving the position by ensuring that the relationship is sustained in a good way</i>	<i>Enters into interaction with Indigenous people unprepared and expects them to provide all cultural education and history</i>
<i>Demonstrates patience and seeks understanding when value systems or cultural standards differ</i>	<i>Uses position or power to further hidden agenda(s)</i>
<i>Puts into action commitments even when challenged by shifting priorities</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