

SELF-DISCOVERY AND AWARENESS means understanding one's thoughts, feelings, values, and background and how they impact the success of the interaction and relationship, or how they may influence one's work. It is recognizing one's own biases by tracing them to their origins, through reflection and by noticing one's own behaviour—and then intentionally seeking a way forward that positively impacts the interaction and relationship. It means maintaining new ways of thinking and acting when situations become difficult or uncertain, or in times of urgency.

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.

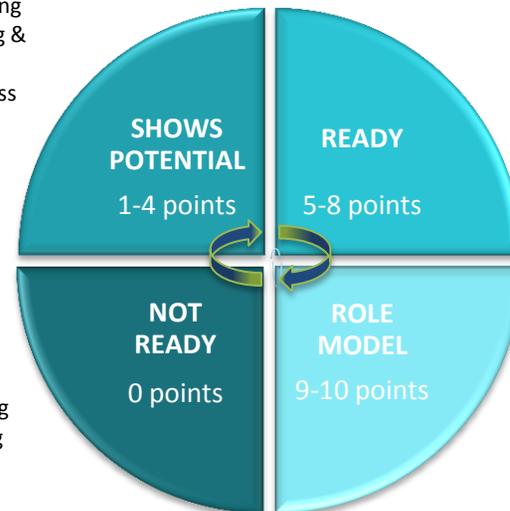
DID the candidate demonstrate...?

Some examples of READY thinking, approach, and behaviours	Some examples of NOT READY thinking, approach, and behaviours
<i>Recognizes impact of own behaviour and actions upon others</i>	<i>Is closed or defensive when receiving feedback</i>
<i>Seeks feedback and considers it carefully</i>	<i>Perceives differences in opinion as a threat</i>
<i>Seeks guidance and support on ensuring personal perspective is sensitive and responsive to the needs and interests of Indigenous people</i>	<i>Fails to question own feelings and responses to people and situations</i>
<i>Is aware of one's biases and monitors them to avoid misunderstanding</i>	<i>Fails to clarify assumptions</i>
<i>Manages one's thoughts and feelings when challenged</i>	<i>Stresses importance of own thoughts and feelings, but not those of others</i>
<i>Looks at differences as opportunities, not threats</i>	<i>Avoids interactions and situations involving Indigenous people</i>
<i>Demonstrates awareness of personal biases when writing, or when interpreting the written word</i>	<i>Shows strong emotion that inhibits the relationship and the situation</i>
<i>Seeks self-discovery by spending time with Indigenous people in their community or in other settings</i>	<i>Actions reflect a position that it is others who need to grow and develop in order to understand one's perspective</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