

NORFOLK TALENT POOL
Self-evaluation - Are you ready?
KEY QUESTIONS FOR APPLICANTS

Please use the following menu of questions to **confirm** that you exhibit/can evidence three or more of the characteristics from each of the categories below:

Social competency:

Do you:

- bring out the best in people? Do you exhibit an open, supportive and action-orientated leadership style? Do you exhibit a positive personal manner? Do you act with integrity? Do you demonstrate capability by leading a team? Do you make an effective contribution when part of a team? Do you engender confidence and credibility?

Personal enterprise:

Do you:

- Show commitment to making a difference? Do you demonstrate initiative and self-motivation? Do you master the basics of your role quickly and look to take on more? Do you get involved even when there are difficult issues to confront? Do you regularly contribute in and respond to topics discussed in meetings? Do you have the courage to take risks? Do you have the ability to meet deadlines?

Thirst for learning:

Do you:

- Seek opportunities to learn? Do you request training? Do you seek and use feedback? Are you open to criticism? Do you learn from your mistakes? Do you seek a broad professional knowledge and understanding? Do you develop learning in others?

Strategic thinking:

Do you:

- Have the insight to see things from new angles? Do you have the intellectual curiosity to inquire about innovative approaches? Do you have the ability to see the big picture, to make connections, think of the whole organisation and the wider educational context? Do your actions take account of what lies ahead? Do you continually seek the best for children?