How this competency could be demonstrated in your work	• Assessing the credibility of sources • Assessing and validating the problem or issue before developing solutions • Proposing new methods, ideas or perspectives to challenge the status quo • Regularly reviewing your thinking and decision-making processes to identify how you could broaden your perspective
Sample coaching, reflection or interview questions	• What data sources could you access? • What quantitative and/or qualitative information could you use to make this decision? • What metrics or reports have been used in the past? Are they still valid? • What criteria should you use to make this decision? Where did those criteria come from? • Who could you ask for feedback and support in your decision-making process? • How do you shift your thinking to see a problem from a different perspective?
Sample learning opportunities	• Use Learning Central to search for courses related to complexity, innovation, project management or leading change • Work with a peer, supervisor or team to develop a briefing note or business case for a new • Process, product or initiative • Read/review successful applications for funding, requests for resources or business case documents
Competency: **INNOVATE COURAGEOUSLY**	I use courage and optimism to innovate and take strategic risks when existing systems no longer serve current needs. I work with others to generate a range of options and ideas, and remain patient and determined, even when efforts to create meaningful change take a long time.
How this competency could be demonstrated in your work	• Being willing to take calculated risks after evaluating ideas • Being open to learning from ideas or initiatives that might not be successful • Working with others to test and refine new processes and bring different perspectives • Asking thoughtful questions to generate new and different options • Experimenting with new ideas before implementing them • Persevering with your goals after setbacks and delays •