

Assessment tool for Core Competency: Upholding Integrity

COMPETENCY	UPHOLDING INTEGRITY			
DEFINITION	Ability to adhere to a culture of honesty, sincerity, transparency that fosters high ethical standards and equity; demonstrates a sense of corporate social responsibility and accountability in governance resulting to people's trust and confidence to the PGDdN.			
LEVEL	BASIC	INTERMEDIATE	ADVANCED	SUPERIOR
	<input type="checkbox"/> Acts coconsistently in the workplace according to basic values of honesty, sincerity and transparency.	<input type="checkbox"/> Acts consistently in the workplace with values and accountability.	<input type="checkbox"/> Acts on values despite risks and stands up for what is right.	<input type="checkbox"/> Acts on values with high ethical standards and proposes policies that support an organizational moral compass.
	<input type="checkbox"/> Takes action that adheres to regulations and ethical standards.	<input type="checkbox"/> Takes action to stop and correct unethical behaviour and practices.	<input type="checkbox"/> Actively promotes a climate of openness and honesty and considers varying opinion of others.	<input type="checkbox"/> Models behavior, attitudes and actions expected of all staff to create a culture that fosters high standards of values and ethics.
	<input type="checkbox"/> Instills a climate of trust by admitting own mistakes and taking responsibility for one's action.	<input type="checkbox"/> Demonstrates a sense of responsibility and stewardship in ensuring the efficient and effective use of public resources and the commitment to public trust.	<input type="checkbox"/> Resolves issues in the workplace through proper procedure and forum to maintain peaceful working environment.	<input type="checkbox"/> Proposes policies and programs to prevent abuse, fraud and mismanagement in the workplace.
	<input type="checkbox"/> Acknowledges and respects authority and the rights of others while providing service.	<input type="checkbox"/> Demonstrates congruence between statements and actions.	<input type="checkbox"/> Addresses or intervenes on sensitive issues in order to support or protect the individual, while maintaining work relationship	<input type="checkbox"/> Advocates and proposes mechanisms to support ethical actions to prevent negative impact to the organization.