

Credible influence

Comparative profile view

HR activity	Administer, support, process: these roles carry out the day to day administration and execution activities of the HR function	Advise, research, contribute, consult, inform: these roles ensure the activities of the HR function are carried out effectively, according to policy and are communicated		Manage, coordinate, develop, deliver, implement, facilitate, research, represent, advocate: these roles drive the activities within the HR function and ensure they are understood and valued	Lead, oversee, manage, direct, inspire, represent, influence, coach: these roles lead the HR function in delivering activities that contribute value to the organisation	Direct, lead, coach, influence: these roles head up the HR function and drive HR's contribution to organisational strategy		
HR knowledge	Understanding: these roles have a sound understanding of basic principles of HR and how to deliver basic activities	Application: these roles can look at the big picture for the HR function and understand how it aligns with the organisation		Development: these roles map the level of HR knowledge within the HR function and create opportunities to develop knowledge where required	Drive: these roles identify what knowledge the function needs to deliver value to the organisation and communicate this to the function	Embody: these roles represent the HR function to the organisation		
Advise and influence with integrity and self awareness to achieve organisational objectives	Be credible and professional in actions and interactions	Demonstrate credibility and professionalism in actions and interactions		Demonstrate and model credibility, professionalism and influence in own actions and dealings with others	Role model desired behaviours of the organisation and actively influence where required	Be a credible influence and champion for the HR function within and outside of the organisation		
	1	2	3	4	5	6	7	8+
Demonstrate personal and professional integrity consistent with the WA public sector Code of Ethics and agency codes of conduct	Demonstrate personal and professional integrity at all times consistent with the WA public sector Code of Ethics and agency codes of conduct	Demonstrate personal and professional integrity at all times consistent with the WA public sector Code of Ethics and agency codes of conduct		Demonstrate personal and professional integrity at all times consistent with the WA public sector Code of Ethics and agency codes of conduct	Demonstrate personal and professional integrity at all times consistent with the WA public sector Code of Ethics and agency codes of conduct	Demonstrate personal and professional integrity at all times consistent with the WA public sector Code of Ethics and agency codes of conduct	Demonstrate personal and professional integrity at all times consistent with the WA public sector Code of Ethics and agency codes of conduct	Demonstrate personal and professional integrity at all times consistent with the WA public sector Code of Ethics and agency codes of conduct
Make sound, rational and ethical decisions	Make sound, rational and ethical decisions	Make sound, rational and ethical decisions		Make sound, rational and ethical decisions	Make sound, rational and ethical decisions	Make sound, rational and ethical decisions	Make sound, rational and ethical decisions	Make sound, rational and ethical decisions
Apply expertise to advise and influence others in their decision making	Apply expertise and administer activities that support others in their decision making	Contribute and apply expertise in advising and influencing others in their decision making		Develop and apply expertise to advise and influence others in their decision making	Drive the application of expertise in advising and influencing others in their decision making	Embody and apply expertise to advise and influence others in their decision making		
Be accountable for own decisions and actions and those of direct reports	Be accountable for own decisions and actions	Be accountable for own decisions and actions and direct reports		Be accountable for own decisions and actions and those of direct reports	Be accountable for own decisions and actions and those of the HR function	Be accountable for own decisions and actions and those of the HR function		
Take personal responsibility to meet role, team and organisational objectives	Take personal responsibility to meet role objectives	Take personal responsibility to meet role, team and organisational objectives		Take personal responsibility for self and team in meeting role, team and organisational objectives	Take personal responsibility for the HR function in meeting role, team and organisational objectives	Take personal responsibility for the HR function in meeting role, team and organisational objectives		
Focus on delivering quality outcomes	Focus on delivering quality outcomes	Focus on delivering quality outcomes		Focus on self and team delivering quality outcomes	Focus on self and HR function delivering quality outcomes	Focus on self and HR function delivering quality outcomes		
Communicate clearly and confidently across all levels of the organisation	Communicate clearly and confidently	Communicates clearly and confidently across all levels of the organisation		Communicate clearly and confidently across all levels of the organisation	Communicate clearly and confidently across all levels of the organisation	Communicate clearly and confidently across all levels of the organisation		