

Develops themselves and others

A great Warburtons employee is always willing and able to learn. They take time to examine every mistake and identify what and how they could do better; and because they care about the business and their colleagues, they also share the things that went well. That's because they are committed to improving and developing their own and other people's skills..

Positive indicators:

- Actively shares their knowledge, skills and experience (both positive and negative) in order to develop others
- Is not afraid to ask questions to find out what they need to know
- Asks for feedback and then acts on it appropriately.
- Understands their own training needs
- Never lets failure put them off – listens to feedback and puts their learning into place
- Takes ownership of their own development

Contrary indicators:

- Does not look for opportunities to learn
- Is disruptive or cynical in training
- Has no interest in helping or developing the knowledge of others
- Keeps their knowledge to themselves, is reluctant to share ideas/best practice
- Does not ask for feedback or ignores it
- Has no idea what their own training or personal development needs are