

Guide to each Success Factor

The framework is made up of a number of elements

Success Factor

This describes the Success Factor providing the topic and the emphasis

Description

There is a description of the behaviours that would be expected to be demonstrated under each Success Factor

Indicators

There are two types of indicator, Positive and Contrary, and each Success Factor will provide several illustrations

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Makes things happen

A great Warburtons employee is willing to make decisions for themselves, the team and business. They are resilient to setbacks and cope in the face of change. They spot opportunities to make things happen and encourage others to act as well.

Positive indicators:

- Thinks outside the box and uses initiative
- Is calm even when things go wrong
- Sees change as a positive thing
- Includes and encourages others. Is willing to listen to new ideas
- Will do the right thing even if it means more work
- Speaks up and voices their ideas and opinions
- Can prioritise their workload to meet the demands of the business

Contrary indicators:

- Always has to ask what to do next
- Avoids challenging the way things are today
- Looks for the easy way out, not the best solution
- Does not take ownership of issues or problems
- Does not perform in demanding situations
- Does not listen or communicate with others.
- Makes no decisions, or poor ones based on poor quality thinking

