

Performance Measure: **Being patient**

Performance Description

Being patient starts with recognizing when the situation requires time for things to develop before action is taken. One clarifies conditions to fully understand the context of the situation while remaining composed to remove all sense of urgency. Then, one steps back emotionally from the current situation to listen and reflect on what's happening by analyzing everyone's perspective. This process should not be forced. By releasing ownership, one allows conditions to evolve and unfold while monitoring all aspects of what is occurring. Lastly, one should reshuffle priorities to match the demands of the current situation so it progresses in an effective and meaningful way that publicly meets the current needs of the participants while not compromising the final deadlines.

Dimensions

Clarify conditions: size up a situation to obtain situational awareness

Suspend closure: withhold judgment of the vision, plans and supporting rationale

Be self-aware: ability to see what one is contributing to a situation to help determine when to stop, slow down, step aside, etc.

Value alternate perspectives: wants to know others' ways of reasoning and making meaning

Be stoic: accept that life situations often create discomfort for a time

Release ownership: disengage emotionally knowing that the issues are not yours to solve

Rearrange efforts: restructure priorities to optimize movement to a visualized future

Adapt: change direction when doing so is reasonable and trusted

Sustain change: take actions that ensure ongoing engagement

Exhibit self-confidence: smoothly adjust performance to meet changing needs or goals

Connections to classification of learning skills: **blue**=individual learning skill, **purple**=skill cluster

Mentoring skills that support this skill: N/A

Level 5 Elder

- Sees how and why conditions must evolve before a vision can be pursued
- Candidly explores how everyone's varying interactions contribute to the complexity of a situation
- Rises above the discomfort of a situation by first giving space for others to grow
- Adeptly re-sequences planned activities, including creating new activities, that meet immediate stakeholder needs
- Energizes others to move to desired outcome without displaying one's own reservations

Level 4 Mediator

- Builds consensus about why time out is necessary
- Seeks input to illuminate everyone's perspectives
- Shoulders discomfort with humility by emotionally decoupling from the situation
- Builds on expertise to propose effective resequencing that elicits buy-in
- Facilitates group member engagement while exercising conviction

Level 3 Compromiser

- Sees why time is needed for a situation before progressing with plans
- Tries to understand the synergy between everyone's point of view
- Accepts temporary discomfort to accommodate others needs
- Negotiates practical changes to the plan, making adjustments by consensus
- Enthusiastically supports the new direction by performing one's best in a role

Level 2 Collaborator

- Works with others to determine what is happening while pausing action
- Knows what one has to offer while wanting to know the ideas of others
- Accepts inconveniences while waiting for others to accept the challenge
- Adopts significant modifications to the plan for group synergy to move forward
- Commits to making personal investment to achieve desired outcomes

Level 1 Participant

- Identifies new aspects of one's role will be needed to continue forward
- Recognizes that everyone has a unique viewpoint
- Recognize hardships as others work out issues
- Willing to make minor modifications to the plan to regain momentum
- Seeks guidance for strategies to address performance challenges

Sustain change: take actions that ensure ongoing engagement

Exhibit self-confidence: smoothly adjust performance to meet changing needs or goals