

# We support and inspire – CVF competency

Supporting and inspiring is one of the six competencies in the competency and values framework (CVF).

3 mins read

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## What supporting and inspiring means

We understand the vision for the organisation. We apply our organisation's values in our day-to-day activities to provide inspiration and clarity to others. We work to create the right climate for people to get the job done to the best of their abilities, ensuring a culture of mutual respect and support.

We understand how we have an impact on the success of our organisation and we help others to deliver their objectives effectively.

This behaviour is not restricted to those who are in formal or senior management positions. We all have a positive contribution to make by operating at our best, adapting how we work to take account of pressures and demands, and to help others. We are focused on helping our colleagues to improve and learn and are active in supporting them through activities such as coaching and mentoring.

## Why supporting and inspiring is important

To deliver the most effective service, we need to be clear on our goals and priorities, both for the police service as a whole and individually.

We can all help to support and motivate each other to ensure that we are working as effectively as possible, enabling us and those around us to perform at our best. We should all act as organisational role models.

## Level 1 – Support and inspiration

- I take opportunities to share my positive commitment to policing and its values with others.
- I take steps to understand how my work contributes to the purpose of policing and the priorities of my force.

- I am conscientious in my approach, working hard to provide the best service and remove obstacles that could prevent or hinder delivery.
- I take on challenging tasks to help to improve the service continuously and support my colleagues.
- I support the efficient use of resources to create the most value and to deliver the right impact.

## Level 2 – Support and inspiration

- I support others to understand their aims and wider organisational goals so they can work more effectively.
- I help others understand organisational changes and help them adapt to and adopt these to deliver better results.
- I manage resources efficiently to create the most value and to deliver the right impact in my areas.
- I take time to understand and provide the support people need to work at their best.
- I show support that helps people feel safe and valued in raising concerns.
- I create opportunities to support the professional development of others through knowledge sharing, coaching, mentoring and feedback.

## Level 3 – Support and inspiration

- I communicate clear goals that give a compelling direction to people from a range of different backgrounds, to inspire them to work towards those goals.
- I anticipate issues that will hinder delivery and remove barriers to getting things done.
- I demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment.
- I communicate how the overall vision links to specific plans and objectives, making it relevant to the work people are doing to provide the best possible service.
- I monitor changes in the external environment, taking action to influence where possible to adapt and ensure organisational goals are met.

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