



Success Profile:

Exploring the Success Profile

Competencies	Experiences
<ul style="list-style-type: none"> • Communicates effectively – Develops and delivers communications that convey a clear message to a diverse audience. • Manages conflict – Handles conflict effectively and de-escalates. • Instills trust – Builds trust with the team through honesty, authenticity and consistent behaviours. • Ensures accountability – Holds self and others accountable to team goals. • Builds effective teams – Builds a team that applies their different skills and perspectives to achieve common goals. • Customer focus – Builds relationships with customers and delivers to the customers needs. • Directs work – Provides direction, delegates and removes obstacles. 	<ul style="list-style-type: none"> • Safe Production - Works safely at all times. • Experience with people of diverse backgrounds in tense or challenging situations. • Exposure to customers to appreciate their perspectives and have insight into their experiences and motives. • Onsite experience, knowledge of Boral products, work standards, practices and processes. • Exposure to different sites, departments or business areas to gain broader Boral and industry knowledge. • Exposure to great leaders and role models to know what leadership looks like.
Traits	Drivers
<ul style="list-style-type: none"> • Respect for others - Respect people from all walks of life. • Openness – Adapt to change and appreciate differences in opinion, values and experience. • Resilience - Staying calm under pressure, maintaining a positive outlook. • Perseverance - Work through issues despite setbacks. • Integrity - Do what you say you are going to do. • Courage - Do the right thing even when it is hard. 	<ul style="list-style-type: none"> • Achievement – Delivers upon goals. Works towards zero one ten. • Supportiveness – Works with, encourages and empowers others. • Pride – Pride in obtaining the best results for Boral, our customers and workforce. • Care – Facilitates safe environment for all. • Improvement – Seeks to continuously learn and improve. • Values – Lives and breathes Boral values. • Professional – Professional when interacting with others.