

Junior staff

	Living our purpose	Influence	Performance drive	Talent development	Strategic direction
Definition	Builds own understanding of our purpose and values; explores opportunities for impact	Actively focuses on developing effective communication and relationship-building skills	Understands expectations and demonstrates personal accountability for keeping performance on track	Demonstrates strong commitment to personal learning and development; acts as a brand ambassador to help attract top talent	Understands how their daily work contributes to the priorities of the team and the business
Behavioural anchors	<ul style="list-style-type: none"> Behaves in accordance with Deloitte values 	<ul style="list-style-type: none"> Engages with others to build relationships and develop a network 	<ul style="list-style-type: none"> Ensures he/she is clear on expectations and asks clarifying questions when needed 	<ul style="list-style-type: none"> Solicits feedback to build understanding of own strengths and areas for development 	<ul style="list-style-type: none"> Understands objectives and desired outcomes for assigned areas of responsibility and sets personal goals accordingly
	<ul style="list-style-type: none"> Consistently challenges self to deliver outstanding quality and value 	<ul style="list-style-type: none"> Demonstrates ability to understand the underlying interests and expectations of others 	<ul style="list-style-type: none"> Is aware of own strengths and uses them effectively to deliver high quality results 	<ul style="list-style-type: none"> Actively participates in key learning and development opportunities for his/her level 	<ul style="list-style-type: none"> Seeks to understand how specific areas of responsibility contribute to broader business objectives and outcomes
	<ul style="list-style-type: none"> Recognises and explores opportunities for personal impact on clients, and for colleagues and communities 	<ul style="list-style-type: none"> Respects and responds with sensitivity to the concerns and viewpoints of others 	<ul style="list-style-type: none"> Assumes personal responsibility for achieving results and supports the team by taking on additional responsibilities when needed 	<ul style="list-style-type: none"> Acts as a brand ambassador with peers and colleagues to support attraction of top talent 	