

Senior staff

	Living our purpose	Influence	Performance drive	Talent development	Strategic direction
Definition	Identifies and embraces our purpose and values and puts these into practice in their professional lives	Builds relationships and communicates effectively in order to positively influence peers and other stakeholders	Seeks opportunities to challenge self; teams with others across businesses and borders to deliver and takes accountability for own and team results	Develops self by actively seeking opportunities for growth, shares knowledge and experiences with others, and acts as a strong brand ambassador	Understands objectives for clients and Deloitte, aligns own work to objectives and sets personal priorities
Behavioural anchors	<ul style="list-style-type: none"> • Lives our values and challenges others to do the same • Demonstrates personal commitment to raising the bar and making an impact that matters • Encourages others to find opportunities for impact; sets the pace for peers and junior practitioners 	<ul style="list-style-type: none"> • Relates effectively to people across all levels, including leaders, peers, and clients • Asks insightful and provocative questions to understand the diverse views, interests, and expectations of key stakeholders • Adjusts communication style based on the audience in order to have maximum impact 	<ul style="list-style-type: none"> • Draws on own and others' strengths to meet personal and team objectives • Collaborates within and across businesses and borders • Monitors own results against objectives and seeks feedback to identify ways to improve personal and team performance 	<ul style="list-style-type: none"> • Shares knowledge and experiences to support the development of peers and junior practitioners • Actively seeks challenges and opportunities to build on existing strengths, develop new capabilities, and learn from others • Acts as a strong brand ambassador, participating in formal and informal activities focused on bringing top talent to Deloitte 	<ul style="list-style-type: none"> • Understands client and Deloitte objectives and takes personal accountability for aligning own work • Communicates broader business objectives and desired outcomes to guide the work of others