

Recognising Talent: a resource for librarians and information professionals in healthcare settings

This grid provides a framework to enable managers and professional leads to distinguish between talent and those consistently doing a great job day-to-day.

Competency	Novice	Professional	World Class
1. Commitment to the library and information profession	Clear about their role and keeps professional membership up to date.	Takes CPD opportunities in their own and other organisation and applies these to their own service.	Uses professional development as an opportunity to consider the future vision and develops plans to meet this. Is visible and pro-active across the regional network.
2. A resilient thinker demonstrating resilient behaviours	Accepts the norm and views the library as a support service for staff to access.	Understands the role the library service plays to local priorities and looks for opportunities to develop the service across the internal organisation.	Has the courage to challenge beyond their remit even when there is considerable personal risk Maintains high performance through difficult circumstances and acts as a positive role model across professional networks.
3. Flexible and agile	Meets the needs on stakeholders on request	Is able to adapt to differing approaches, needs and agendas	Works across services, seeking out and offering individual interventions to different stakeholders and partners
4. Recognises self and organisation as part of a wider system	Recognises how the service fits with other teams and departments Understands organisational structures and how to make things happen through them.	Builds relationships across the organisation to develop the service. Anticipates how decisions for the service impact across the organisation.	Builds strategic relationships across systems. Works effectively in complexity. Anticipates how decisions impact across systems.
5. Demonstrates engaging leadership behaviours	Leads the team and develops processes that encourage colleagues to develop the service.	Develops a positive team culture, networks across internal stakeholders and communicates the local vision to colleagues.	Communicates a compelling and credible vision which inspires and motivates others. Shows confidence and integrity under criticism. Create a shared purpose which others are excited to deliver. Demonstrate to others how they are valued and integral in the workplace. Demonstrates an inclusive approach.
6. Holds career ambition	Works to PDP and achieves annual objectives. Accesses career opportunities through traditional pathways e.g. NHS jobs	Reflects on own career periodically and accesses development opportunities that support these.	Has clear career plan, uses reflective practice and regional support e.g. coaching/mentoring to help meet career goals. Seeks career opportunities by actively developing personal and professional networks.