

## 6. Developing Others

**Definition:** Willingness to delegate responsibility and to work with others and coach them to develop their capabilities.

### Behaviors

- Provides helpful, behaviorally specific feedback to others
- Shares information, advice and suggestions to help others to be more successful; provides effective coaching
- Gives people assignments that will help develop their abilities
- Regularly meets with employees to review their development progress
- Recognizes and reinforces people's developmental efforts and improvements
- Expresses confidence in others' ability to be successful

	Basic	Skilled	Expert
Professional/ Specialist	<ul style="list-style-type: none"> <li>Occasionally provides general feedback and advice to others</li> <li>Recognizes the general strengths and areas to develop in others</li> <li>Recognizes the importance of developing others</li> </ul>	<ul style="list-style-type: none"> <li>Provides helpful and behaviorally specific feedback to others; ensures that others do not feel inferior or insulted</li> <li>Shares information, advice, and suggestions to help others grow</li> <li>Helps others understand their specific strengths and areas to develop; coaches them to grow and develop</li> <li>Recognizes and reinforces the development efforts of others</li> <li>Expresses confidence in others' ability to be successful</li> </ul>	<ul style="list-style-type: none"> <li>Frequently provides helpful and behaviorally specific feedback and suggestions in a way that preserves and enhances self-esteem</li> <li>Proactive at sharing specific information, advice, and suggestions to ensure others grow</li> <li>Provides effective coaching by sharing insight and knowledge to help others develop</li> <li>Regularly recognizes and reinforces the developmental efforts others and their improvements</li> <li>Frequently expresses confidence in others' ability to be successful</li> </ul>
Supervisor/ Manager	<ul style="list-style-type: none"> <li>Provides general feedback to others</li> <li>Offers some information, advice, and suggestions</li> <li>Delegates to get routine tasks accomplished</li> <li>Occasionally reviews development progress with others</li> <li>Wants others to be successful</li> </ul>	<ul style="list-style-type: none"> <li>Uses feedback sessions with others to provide helpful and behaviorally specific feedback</li> <li>Shares specific information, advice, and suggestions to be successful; provides coaching</li> <li>Delegates to allow others to learn and grow</li> <li>Reviews development progress and recognizes and reinforces efforts</li> <li>Encourages others to be successful</li> </ul>	<ul style="list-style-type: none"> <li>Uses regularly scheduled feedback sessions with others to provide helpful and behaviorally specific feedback that makes others more successful</li> <li>Effectively coaches others with specific information, advice, and suggestions to be successful</li> <li>Delegates assignments to others that will specifically help them develop their abilities</li> <li>Regularly reviews development progress and recognizes and reinforces efforts and improvements</li> <li>Expresses confidence in others' ability to be successful</li> <li>Helps others to develop their capabilities</li> </ul>
Director/ Executive	<ul style="list-style-type: none"> <li>Uses feedback sessions with others to develop their capabilities</li> <li>Shares specific information, advice, and suggestions to be successful</li> <li>Delegates to allow others to learn and grow</li> <li>Reviews development progress and recognizes and reinforces efforts</li> <li>Encourages others to develop their capabilities</li> </ul>	<ul style="list-style-type: none"> <li>Uses regularly scheduled feedback sessions with others to provide helpful and behaviorally specific feedback that makes others more successful</li> <li>Effectively coaches others with helpful information, advice, and suggestions to be successful</li> <li>Delegates important assignments to others that will specifically help them develop their abilities</li> <li>Regularly reviews development progress and recognizes and reinforces efforts and improvements</li> <li>Expresses confidence in others' ability to be successful</li> </ul>	<ul style="list-style-type: none"> <li>Creates a culture where feedback for growth and development are valued and recognized; makes others more successful</li> <li>Develops, mentors, and promotes other leaders with detailed information, advice, and suggestions that make them successful</li> <li>Creates challenging roles, responsibilities and developmental assignments that enhances the capabilities of others</li> <li>Creates a culture that continually reviews development progress and rewards positive change; encourages and supports other leaders to do the same</li> <li>Champions the need in the organization to regularly express confidence in others' ability to be successful and motivate people to get better</li> </ul>

# Behavioural Competencies Guide Dictionary

**Linda Hall**



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**A Dictionary of Psychology** Andrew M. Colman,2006 Publisher description

*The British National Bibliography* Arthur James Wells,2009 *Evidence-Based Coaching Volume 1* Michael Cavanagh,Anthony M. Grant,Travis Kemp,2005 Presents key papers from from the first Evidence Based Coaching Conference held at the University of Sydney July 2003 Addresses the concerns of the emerging profession of coaching giving an overview of the field developing coaching theory and its evidence based practice and reporting on empirical and qualitative studies

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web feb 22 2023 vocabulary the food chain describes who eats whom in the wild every living thing from one celled algae to giant blue whales needs food to survive each food chain is a possible pathway that energy and nutrients can follow through the ecosystem for example grass produces its own food from sunlight a rabbit eats the

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web a food chain outlines who eats whom a food web is all of the food chains in an ecosystem each organism in an ecosystem occupies a specific trophic level or position in the food chain or web producers who make their own food using photosynthesis or chemosynthesis make up the bottom of the trophic pyramid

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web sep 10 2023 it has nutritional bilateral and interaction with the ecosystem s biotic components the limbs of a food chain are plants and animals that are successively dependent on one another it has three to four trophic levels the highest level is 5 shorter food chains mean more available energy and vice versa

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web in ecology a food chain is a series of organisms that eat one another so that energy and nutrients flow from one to the next for example if you had a hamburger for lunch you might be part of a food chain that looks like this grass rightrightarrow cow

rightarrow human

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web a food chain is a linear sequence of organisms through which nutrients and energy pass as one organism eats another in a food chain each organism occupies a different trophic level defined by how many energy transfers separate it from the basic input of the chain

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web mar 13 2018 food chains and webs comprise different types of consumers a producer and its seeds or fruit are always at the lowest level followed by primary consumers secondary consumers and tertiary consumers trees and grass are producers examples of primary consumers which eat producers are mice and insects secondary consumers

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web a food chain describes how different organisms eat each other starting out with a plant and ending with an animal for example you could write the food chain for a lion like this grass zebra lion the lion eats the zebra which

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web food chains and webs part of biology ecosystems and habitats jump to key points all organisms in an ecosystem depend on each other food chains show the flow of energy from one organism to

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web aug 10 2023 food chains and food webs in aquatic ecosystems young seuk park 2021 02 22 food webs describe the structure of communities and their energy flows and they represent interactions between species in ecosystems

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web the food chain below shows the food relationship between plant p animal q and animal r a disease outbreak killed many animals q the disease does not affect plant p and animal r the line graph below shows the change

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web a food chain shows how energy is transferred from one living organism to another via food it is important for us to understand how the food chain works so that we know what are the important living organisms that make up the food chain and how the ecology is balanced photosynthesis is only the beginning of the food chain

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web food chain is a linear sequence of organisms which starts from producer organisms and ends with decomposer species  
food web is a connection of multiple food chains food chain follows a single path whereas food web follows multiple paths  
from the food chain we get to know how organisms are connected with each other

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web a food chain refers to the order of events in an ecosystem where one living organism eats another organism and later that organism is consumed by another larger organism the flow of nutrients and energy from one organism to another at different trophic levels forms a

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web may 9 2023 a food web consists of all the food chains in a single ecosystem each living thing in an ecosystem is part of multiple food chains each food chain is one possible path that energy and nutrients may take as they move through the ecosystem all of the interconnected and overlapping food chains in an ecosystem make up a food web

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web they re connected through food chains and readers explore how individual food chains come together to make a meadow food web this important science concept is presented through engaging text as well as a colorful meadow food web that shows a variety of connections among living things in this ecosystem fact

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web food chain in ecology the sequence of transfers of matter and energy in the form of food from organism to organism food chains intertwine locally into a food web because most organisms consume more than one type of animal or plant learn more about food chains in