

Appendix 2

Personal Development Plan for Members of the Police and Crime Panel

	Please give examples to demonstrate how you meet the following competencies	Learning and Development requirements
1. The ability to think strategically –To have breadth of vision, to rise above detail, and to see problems and issues from a wider, forward–looking perspective and to make appropriate linkages.		
2. The ability to make good judgements - To take a balanced, open-minded and objective approach – for example, in evaluating the priorities of the police and crime commissioner, assessing candidates for top level appointments or considering complaints against the police and crime commissioner.		
3. The ability to be open to change -To be able to challenge accepted views constructively without becoming confrontational, and to recognise and respond positively to the need for change.		

<p>4. The ability to scrutinise and challenge - To be able to rigorously scrutinise and challenge constructively, using appropriate data, evidence and resources.</p>		
<p>5. The ability to be analytical -To interpret and question complex written material – including financial and statistical information and other data such as performance measures – and identify the salient points. commissioner, and the public.</p>		
<p>6. The ability to communicate effectively - To be able to communicate effectively both verbally and in writing – and to interact positively with other members of the Panel, the police and crime</p>		