

Isle of Man Public Service Careers

Our People Qualities

What they are, what they mean, what they embody

Working together for the Isle of Man

Our People Qualities

Welcome to our document which explains all about the Isle of Man Public Service People Qualities.

We deliver a diverse range of services for the Isle of Man, but we know it isn't just about what we do, it matters to us how we do it.

If you're interested in a career within the Isle of Man Public Service then understanding who we are and how we work will help you understand if we are the right fit for you. It's our values that shape how we work and reflect the expectations we have for ourselves and each other, they guide our decisions and the way we behave and are really important to us.

They are:

- We value, trust and respect each other
- We listen to people and have open communication
- We encourage creativity and innovation

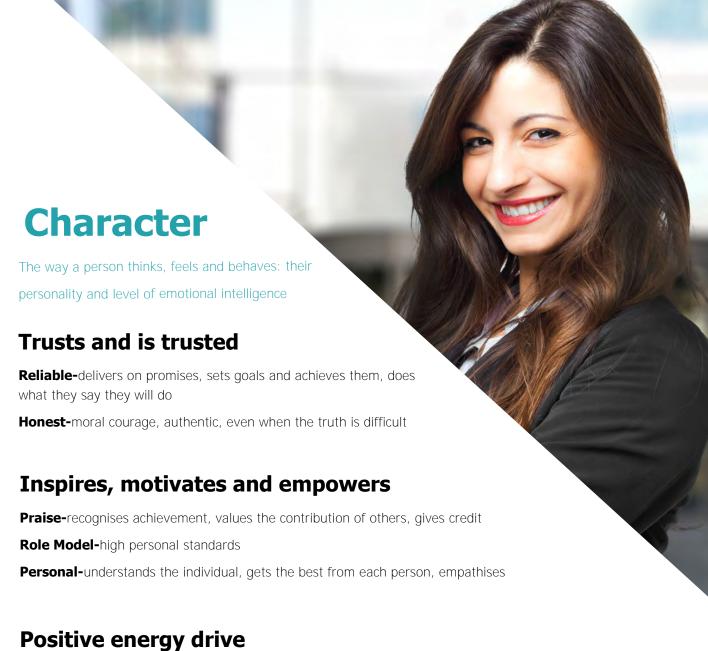
Often referred to as the 3C's, our people qualities support our values and tell you about the traits that we want to see in our people across the organisation. We use them for personal development and when selecting new members to join our team.

The people qualities are applied to all types of career within the public service and the framework outlines behaviours which are expected under each quality at all levels from entry to leadership positions.

They describe how we want you to demonstrate your **Capability**, your **Character** and your **Credibility**.







Resilient-strives to achieve, showing perseverance and commitment

Urgency-applies pace and importance to the right things, focuses, dynamic

