

The Birmingham Way

how it relates to

Different grades are required to operate at different levels of behaviours. We have identified the behaviours linked to each grade so that you can easily identify which behaviours are relevant to you. You should use this information to help you prepare for your PDR.

Grade 1

Behaviour foundation	Behaviour group and its related behaviours	Level		
		1	2	3
Managing ourselves	How I manage my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop my capability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I present myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moving the Council forward	How I achieve change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop services/processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I deal with problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing direction	How I set direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I enable other employees/colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with others	How I collaborate with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I influence outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I meet user needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

my grade

Grade 2

Behaviour foundation	Behaviour group and its related behaviours	Level		
		1	2	3
Managing ourselves	How I manage my work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop my capability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I present myself	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moving the Council forward	How I achieve change	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop services/processes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I deal with problems	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing direction	How I set direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I enable other employees/colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with others	How I collaborate with others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I influence outcomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I meet user needs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

Grade 3

Behaviour foundation	Behaviour group and its related behaviours	Level		
		1	2	3
Managing ourselves	How I manage my work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop my capability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	How I present myself	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moving the Council forward	How I achieve change	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop services/processes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I deal with problems	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing direction	How I set direction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I enable other employees/colleagues	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with others	How I collaborate with others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I influence outcomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I meet user needs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Grade 4

Behaviour foundation	Behaviour group and its related behaviours	Level		
		1	2	3
Managing ourselves	How I manage my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop my capability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I present myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moving the Council forward	How I achieve change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop services/processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I deal with problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing direction	How I set direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I enable other employees/colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with others	How I collaborate with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I influence outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I meet user needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

Grade 5

Behaviour foundation	Behaviour group and its related behaviours	Level		
		1	2	3
Managing ourselves	How I manage my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop my capability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I present myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moving the Council forward	How I achieve change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop services/processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I deal with problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing direction	How I set direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I enable other employees/colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with others	How I collaborate with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I influence outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I meet user needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

my grade

Grade 6

Behaviour foundation	Behaviour group and its related behaviours	Level		
		1	2	3
Managing ourselves	How I manage my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop my capability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I present myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moving the Council forward	How I achieve change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop services/processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I deal with problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing direction	How I set direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I enable other employees/colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with others	How I collaborate with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I influence outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I meet user needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

Grade 7

Behaviour foundation	Behaviour group and its related behaviours	Level		
		1	2	3
Managing ourselves	How I manage my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop my capability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I present myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moving the Council forward	How I achieve change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I develop services/processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I deal with problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing direction	How I set direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I enable other employees/colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with others	How I collaborate with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I influence outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How I meet user needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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notes



What other support and guidance is available?

If you have questions about how The Birmingham Way relates to you and your role please ask your line manager.

You can find more information on how The Birmingham Way is used with the PDR process, including answers to your Frequently Asked Questions (FAQs), on the EPM section on the Business Transformation pages of Inline:

<http://transformationinline.birmingham.gov.uk>
or on People Solutions.

If you have any questions about using The Birmingham Way in PDR please talk to your line manager or your Human Resources Team.

managing
my your our
future

 **Birmingham City Council**