

Have you ever noticed that some wildlife professionals are more effective than others? Why is that?

TOOLS TO ACCELERATE DEVELOPMENT OF REASONING AND JUDGMENT

HABITS AND PRACTICES OF HIGH-PERFORMING WILDLIFE PROFESSIONALS

The habits and practices of high-performing wildlife professionals were identified with the support of a multi-state conservation grant. The 30 habits and practices relate to five broad themes:

- Being critically inquisitive and continuously learning
- Applying multi-level, integrated systems thinking
- Exercising self-discipline
- Taking a balanced approach
- Being conscious of interactions with others

ASSESSMENT TOOLS

Four assessment tools were developed to determine individual and team alignment to the habits and practices of high-performing wildlife professionals.

- **Individual Self-Assessment Tool.** Reflect on how your habits and practices align with those of high-performing wildlife professionals.
- **Multi-Perspective Assessment Tool.** Gather insight from others, such as co-workers, supervisors or subordinates.
- **Context-Specific Assessment Tool.** Take a “deeper dive” into the role certain habits and practices played in a particular setting.
- **Team Self-Assessment Tool.** Identify a team's strengths and weaknesses.

INDIVIDUAL PROFESSIONAL DEVELOPMENT PLANS

Results of these assessments can be used to inform creation of Individual Professional Development Plans that focus on either specific tasks within a job description or select habits and practices in need of improvement. Versions of these tools are also available for assessment and improvement of team performance.

✓ Learn how MAT can help. ✓

