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.

https://www.fishwildlife.org/afwa-inspires/mat-team/reasoning-judgment