Judging Criteria: Individuals

Entries in the **Individual Consultant** categories will be judged against the following criteria:

Judging Criteria	What are the Judges looking for?
Client Focus	• Understanding of the client's requirements and responding appropriately • Managing expectations and keeping the client informed, as well as demonstrating sensitivity and diplomacy • Use of knowledge and skills to inform and challenge the scope of the work • Acting as trusted adviser to client and challenging them to do better
Leadership	• Identifying and eliminating obstacles to performance • Communicating a clear vision • Motivating others to succeed and achieve or even exceed objectives both within team and with clients • Developing others to improve their capability
Teamwork	• Supporting, developing and working with others to achieve objectives • Transferring skills and knowledge to clients and colleagues • Showing respect for others and resolving conflicts • Promoting team cohesion and success
Communication	• Sharing information appropriately • Adapting content and style to suit the audience • Encouraging others to speak and listening to their views • Using influencing strategies appropriate to individual situations
Project Management	• Ensuring deadlines, budgets and project objectives are met • Demonstrating sound time management, quality control and risk management • Allocating work streams and reviewing progress • Taking appropriate decisions to achieve or exceed project delivery
Critical Thinking	• Breaking down a problem or situation and understanding the implications and interdependencies • Using creativity and imagination to develop and implement solution • Creation of new process or tool or adaption of existing tools for use in new settings • Identifying and assessing the potential outcomes • Doing things differently by incorporating D&I values and behaviours in the way that they work which results in a positive impact
Specialist Knowledge	• Recognition as an expert • Depth and breadth of knowledge • Influence of thinking and the business agenda in a sector or discipline