

CSAT BLANK FORMS

**CONTEXT-SPECIFIC EXERCISE**

**NAME:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

Description of experience:		
<b>Habits &amp; Practices</b>	<b>Contributed positively</b>	<b>How could application have been improved?</b>
<b>Critically Inquisitive/Continuously Learning</b>		
<i>Skeptically/critically:</i> constructively critical; skeptical; not accepting assumptions, data, analyses or conclusions uncritically.		
<i>Reflectively:</i> routinely being self-critical and evaluating performance for the purpose of adapting and improving.		
<i>Open-mindedly:</i> taking a fresh look at a situation and searching for factors that may have been missed in the past in an attempt to improve understanding of the coupled social-ecological system		

<p><b><i>Flexibly:</i></b> always reserving the right to change one’s mind (and expects others to be able to do so) if new understanding of a situation indicates that is prudent.</p>		
<p><b><i>Adaptively:</i></b> approaching one’s work from the perspective of learning while doing; think of management as an experiment and taking every opportunity to assess and learn from experience.</p>		
<p><b><i>Inquisitively/curiously:</i></b> learning as much as possible about an issue in order to understand how the social-ecological system in which the management opportunity or problem is embedded works and to identify probable impacts of manipulation; asking lots of questions of the “how” and “why” type and seeking new evidence to support (or refute) existing perceptions.</p>		
<b>Multi-level, Integrative Systems Thinking</b>		
<p><b><i>Holistically/thinking comprehensively:</i></b> being mindful that any specific situation is embedded in a larger context that either affects or is affected by FW management actions at any level; the ability to see the whole situation by studying its parts, to understand how they all fit together and identify what’s missing.</p>		

<p><b><i>Inclusively:</i></b> seeking information about and trying to include any primary and secondary stakeholders (potentially affected persons) in a management decision or action; attempting to secure their input and involvement.</p>		
<p><b><i>Creatively/divergently/imaginatively:</i></b> looking for opportunities to adapt or create entirely new solutions to a problem at hand without undue concern about diverging from conventional practice when situations call for it.</p>		
<b>Self-disciplined</b>		
<p><b><i>Scientifically:</i></b> approaching technical assessments by means of scientific methods and principles; evaluating the scientific methods used to address an issue to ensure the conclusions or recommendations are sound.</p>		
<p><b><i>Logically:</i></b> seeking understanding of a problem in a way that shows clear, sound reasoning and is obviously sensible to others under the circumstances.</p>		
<p><b><i>Systematically:</i></b> approaching technical assessments following a pre-determined plan in a fashion that can be recognized as methodical (e.g., manager’s model, structured decision making), with clear focus on stated objectives.</p>		

This tool is part of the “[Accelerating Development of Reasoning and Judgment](#)” guide book.

<p><b>Analytically:</b> examining things very carefully by taking an organized, thoughtful approach that helps define complex issues and resisting an unorganized stream-of-consciousness approach to thinking about a problem.</p>		
<p><b>Economically/efficiently:</b> working or operating in a well-organized and competent way that gets good results with minimum wasted effort or expense, using no more funding, time, social capital and other resources than is necessary.</p>		
<p><b>Impartially /objectively:</b> recognizing and avoiding being influenced by one’s own personal feelings or opinions, or by others who expect special treatment at the expense of being fair to others or dismissive of undesirable effects on the resource.</p>		
<p><b>Ethically:</b> operating in a morally good or correct manner that avoids or minimizes harm to people, FW or the environment; routinely considers disparate ethical positions <i>vis-a-vis</i> a management issue.</p>		
<p><b>Patiently:</b> tolerating delays and problems without becoming overly annoyed or anxious, and continuing to work on a project with a positive attitude despite difficulties encountered.</p>		

<b>Balanced Approach</b>		
<b><i>Pragmatically:</i></b> operating in a sensible and realistic way that considers both practical and theoretical perspectives.		
<b><i>Proactively/strategically:</i></b> anticipating and being ready to control a situation rather than just respond to it after the fact and do so in a way that contributes to the achievement of long-term or overall aims and interests.		
<b><i>Purposefully:</i></b> being oriented toward achievement of established objectives (results- or outcomes-oriented) rather than being overly focused on process (means).		
<b><i>Politically:</i></b> building a clear understanding of political ramifications of alternative choices, without allowing those realities to reduce integrity of the biological/ecological, social, and ethical assessments conducted to serve decision making.		
<b><i>Adaptably:</i></b> accommodating change in process, protocol or program as needed to adapt to changing circumstances.		

<b>Interactions with Others</b>		
<b><i>Attentively/listening actively:</i></b> asking stakeholders, co-workers and partners to share their thoughts, as well as listening to those offered unsolicited, whether or not they come from familiar or novel sources, or whether they represent views consistent or inconsistent with agency policy, professional convention or one's own beliefs.		
<b><i>Collaboratively:</i></b> working in teams, populated with individuals from within and outside the agency who are willing to work together to achieve shared conservation goals.		
<b><i>Humbly/respectfully:</i></b> showing politeness, deference and humility when working with others, thereby avoiding appearing self-important or better than others.		
<b><i>Transparently/truthfully/honestly:</i></b> being truthful and candid, lacking obfuscation or deceit, and behaving in a way that demonstrates honesty.		
<b><i>Compassionately/selflessly/empathetically:</i></b> readily comprehending and genuinely identifying with other people's feelings, attitudes and circumstances.		
<b><i>Appreciatively/supportively:</i></b> showing gratitude for contributions to conservation made by others.		

<b><i>Passionately:</i></b> openly conveying strong feelings, emotions or beliefs without intimidating others.		
<b><i>Optimistically/positively:</i></b> taking a favorable view of events or conditions and working in a way that expresses hope and confidence about the future.		