



Know Your Competencies, Create Your Own Success

The Intention of Core Competencies...

- Enhance the lives of people we support
- Recognize the professional nature of direct support work
- Enable and facilitate positive professional development and provide job enhancement opportunities
- It is not the intent that Core Competencies be used for disciplinary purposes
- Recruit the right people
- Make career paths more transparent

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Two Types of Competencies

>Technical Competencies

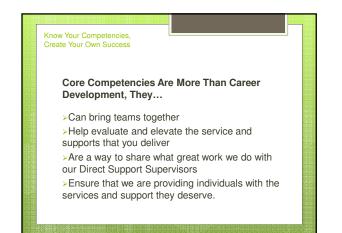
- The knowledge and skills required to do the job
- · WHAT a person needs to know or know how to do

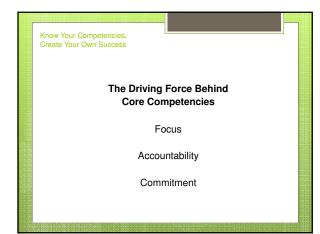
>Behavioural Competencies

- The behaviours a person demonstrates in performing the job
- · They are HOW an individual approaches his/her work









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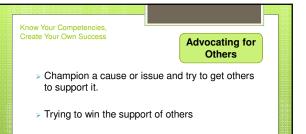
Core Competency Examples:

- > Are all about explaining the specific actions YOU took in a particular situation.
- When explaining your examples include background details such as where you were working and what your role was.
- > Use "I" statements and not "We" statements.

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Remember To Be As Specific As Possible (STAR)

- >Describe the Situation
- >Give details on what you had to do Tasks
- >Give details on Actions you took



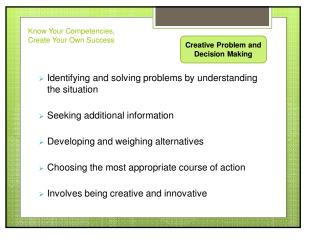
- Focused on "giving a voice to others" who cannot speak for themselves
- > Also focused on advocating for the agency, or sector itself













- > Bouncing back from disappointments or confrontations, and not letting them affect performance
- > Maintaining determination and self-discipline





Gillian Seguin

Gary's Story:

- Creative Problem Solving and Decision Making
- · Interpersonal Relations and Respect

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Gillian Seguin

How Core Competencies have enhanced my current role with Community Living London as the project coordinator for the Transition to Employment Initiative











Create Your C	ompetencies, Own Success	
	COMPETENCY ASSESSMENT QUESTIONNAIRE	
	The following is a Competency Assessment Questionnaire (CAQ) for Collaboration	
	Your rate is to fit out the CAG, giving an example from your experiences for each level. Please use to the Core Competency dictionary as a reference.	
	Give detailed examples for each level, as the winner with the most fitting descriptions will be chosen for a price.	
	Not only do you have a chance to win and be featured in next month's newsletter, but your examples could be used during spooming Core Competency training sessions.	
	Collaboration	
	Collaboration is show a convenience of the third is the first invert term is and to with indexide, againsis, and collaporations should need in terms threaded with where is type of carrier to careal adjuvance when and sories project. It is not only encouraging to the operating collaboration efforts and information sharing across pages page degradational levels based accounts.	
8	Collaborates and Does Own Rivers of Work	
	2. Weives Others and Solicits Input	
	1. Encourages Others:	
	4. Works to Build Trans Commitment and Epste	
	"If you like learning about yourself, and receiving cool prices all at the same time, then submit your completed activity to Dabb Noveg at	
	Admin by July 15th, 2014,	







