

COMPETENCY NEWS

CORE COMPETENCIES NEWSLETTER

Advocacy

Advocacy is the desire and determination to champion a cause or issue and try to get others to support it. It recognizes the importance of amplifying the voices of the person/family and creating space for them to advocate on their own behalf.

Growth Stages

The **four growth stages** are designed to guide both personal and professional development.

- ◆ **Emerging (First Stage)**
Recognizes when advocacy needs to happen.
- ◆ **Evolving (Second Stage)**
Takes actions to advocate.
- ◆ **Leading (Third Stage)**
Strategizes and adapts to audience.
- ◆ **Influencing (Fourth Stage)**
Uses complex influence strategies for collective advocacy.

People with highly developed Core Competencies exemplify the best quality of support in our communities, we want that to be you!

Activities to support your professional development

Emerging— Pick a topic to advocate for and develop a key message, make a list of 5 facts that support the message.

Evolving— Ask three people for feedback on your ability to advocate. Make note of areas for improvement.

Leading— Interview a person who receives support and ask them what is important in the communication they receive.

Influencing— Participate on a committee that is focused on an area of work that you would like to support advocacy efforts in.

Solve the attached Matching Challenge, once you've completed it, send it to Krystle Gauthier for a chance to win a prize.

Watch for our Newsletter every month that will highlight each competency!

Check out the NEW Website

<https://dscorecomp.com/>

Or scan for a link



All of the resources are now in one convenient spot online

Dictionary

Developmental Resource Guide

Self-Assessment

Coaching

"RECOGNIZED!" PERFORMANCE EXCELLENCE THROUGH THE CORE COMPETENCIES

With the Core Competency model that we have adopted in this organization we are continuing along the path of promoting and encouraging the use and recognition of Core Competencies in our daily work through the Recognition Ballots. Our Core Competency Implementation Team encourages any staff member of this organization to highlight instances where one of their colleagues has aptly demonstrated one or more of the Core Competencies. Staff are encouraged to scan ballots to your Coordinator or post them on the board at the main office.

The Core Competencies Recognition Board is located outside of the mailroom at the Main Office and this is the place where these examples are recorded and displayed for all of us to learn from and celebrate.

Questions about Core Competencies?

Ask any member of the Core Competency Implementation Team

Add your members here

Advocacy Matching

Draw a line matching the description with the correct growth stage.

Emerging

- Anticipates and prepares for others' reactions

- Takes appropriate steps and opportunities to advocate

Evolving

- Is actively involved in transformation goals related to advocacy efforts

Leading

- Supports individuals and families to advocate for themselves and others

- Understands the barriers/opportunities for the person or group

Influencing

- Recognizes that one is not speaking for a person but amplifying their thoughts, preferences, and choices

CONGRATUALIONS TO OUR CHALLENGE WINNER _____

Watch for a new challenge every month in our Newsletter for your next opportunity to WIN!