

COMPETENCY NEWS

CORE COMPETENCIES NEWSLETTER

_____ with the assistance of our Core Competencies team is launching an updated and modernized version of the Core Competencies framework that many of us have come to know and love over the past number of years. This updated framework has modernized and reorganized the tools and resources available to support the development of our Core Competencies in the Developmental Services sector and additionally, has repackaged the competencies themselves to ensure they are reflective of the skills needed to be successful in our work today.

Growth Stages

- ◆ The **four growth stages** are designed to guide both personal and professional development as related to the **10 Core Competencies**.
- ◆ **Emerging (First Stage).** *This stage is about self awareness and reflection.*
- ◆ **Evolving (Second Stage).** *This stage is about growth and expansion.*
- ◆ **Leading (Third Stage).** *This stage is about coaching and modeling.*
- ◆ **Influencing (Fourth Stage).** *This stage is about championing and mastery.*

No more paper! That's right Core Competencies has hopped on the technology train. There is a new website where you can learn about the modernized competencies, complete your self-assessment, find tools for professional development, and information on behaviour based interviewing.

What's Changed?

- ⇒ There are now 10 Core Competencies that reflect the work that we do.
- ⇒ Levels are out and Growth Stages are in to facilitate professional development.
- ⇒ The CAQ is now called the Self-Assessment

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

Solve the attached Crossword Puzzle for a refresher on the 10 modernized Core Competencies! Once you've solved it, send it to Krystle Gauthier for a chance to win a prize.

Watch for our Newsletters 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 every 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 main board at the main office.

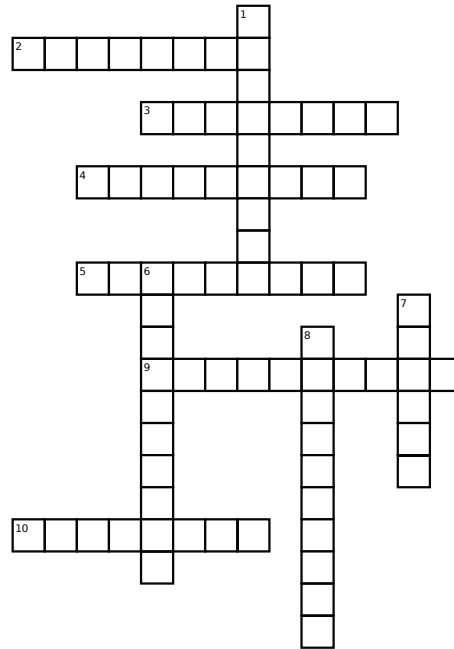
The Core Competencies Recognition Board is located outside of the mailroom at the Main Office and this is the place where these examples are recorded and displayed for all of us to learn from and celebrate.

Questions about Core Competencies?

Ask any member of the Core Competency Implementation Team

List your Members

Modernized Core Competencies



Down:

1. ____ Leadership organizes people and processes toward accomplishing a goal.
6. The competency everyone is tired of hearing about but still remains important in our work.
7. Facilitating ____ and Development intentionally supports long-term learning.
8. Resource ____ is to plan, effectively leverage and optimize resources.

Across:

2. Problem Solving and ____ Making involves "thinking outside of the box".
3. ____ Relationships intentionally collaborating to develop meaningful relationships.
4. Valuing Equity, ____, and Inclusion understands and respects the practices, customs and values of all people and cultures.
5. ____ Thinking the ability to independently decide what to do and when to do it.
9. Championing Change and ____ involves an open mindset to understand, appreciate and empathize.
10. determination to champion a cause or issue

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