

CORE COMPETENCIES

Official newsletter from the Core Comp Team
Volume 5



CORE COMPETENCIES FEATURED IN THIS ISSUE:

★ Facilitating Growth and
Development

★ Building Relationship

TEN CORE COMPETENCIES

- Advocacy
- Building Relationships
- Championing Change and Innovation
- Facilitating Growth and Development
- Inclusive Leadership
- Problem Solving & Decision Making
- Resilience
- Resource Management
- Strategic Thinking
- Valuing Equity, Diversity, and Inclusion

The Core Competencies are based on professional traits and behaviours designed to recognize and promote the personal motivations and the professional traits and behaviours that exemplify the best employees in the sector.

Visit the new Core Competencies Website:
<https://provincialnetwork.ca/core-competencies/>



FACILITATING GROWTH AND DEVELOPMENT

IS:



4

The Collaboration to encourage independence of skill-building and/or decision-making

2

Supporting others by demonstrating with an intention to teach.

5

Supports peer-mentoring relationships

6

Provides a mechanism of accountability for person directed approaches when fostering independence

1

Showing respect for others' capabilities and their lived experience.

3

The ability to identify areas that require support.



Visit the new Core Competencies Website:
<https://provincialnetwork.ca/core-competencies/>



Developmental
Services
**Workforce
Initiative**

Team Activity for Growth and Development Design Your Ideal Day.

The lead facilitator will ask employees to map out their ideal workday. Have them list tasks and priorities they handle during blocks of time throughout the day. Employees should be encouraged to fill their schedule with things they feel passionate about. Come together and discuss each others lists. Which activities do team members want to do more of? This can help establish meaningful goals for members of the team..

The video link shares a mix of growth moments for a fictional soccer player who goes from being self centred, to becoming a team player and sharing and caring about others on his team, with coaching and support from his manager and teammates.

Ted Lasso



Personal Activity for Growth and Development

Simple Goal Setting Worksheet



The basics of setting and completing your goals

Name _____

Goal Start Date _____

My Goal is: _____

GOAL COMPLETION DATE _____

TWO THINGS THAT WILL HELP ME REACH MY GOAL

STEPS TO REACHING MY GOAL:

1. _____

1. _____

2. _____

3. _____

2. _____

4. _____

I WILL KNOW I HAVE REACHED MY GOAL BECAUSE: _____



BUILDING RELATIONSHIPS INVOLVES:



Assuming personal responsibility to do ones share of the work and follows through in a timely manner on inquiries, requests and concerns from individuals, their families, community partners and others.



The sharing of information, expertise and insight with team members about actions or proposed changes that will affect them. Uses ethical judgement about sharing information with others.



Appreciates the value that diversity and people's lived experiences, contributes to a relationship.



Appreciates the value that diversity and people's lived experiences, contributes to a relationship.



BUILDING RELATIONSHIPS – COLLABORATION TEAM EXERCISE



- large sheets of paper
- writing paper
- pens
- markers

In this exercise, participants are broken up into groups of 3-5 people and instructed to share with their group their individual strengths and the positive attributes they feel would lend to the success of their group. They are to write these strengths and attributes down on a piece of paper. After their group discussion, each team will be given one large sheet of paper, writing paper, markers, and a pen. The groups should then be instructed to make the “ultimate team member” by combining each team member’s strengths and positive attributes into one imaginary person. This “person” should also receive a name, have a picture drawn of them, and have their different attributes labelled. The group should also write a story about this person, highlighting all of the things their imaginary person can do with all of their amazing characteristics. At the end of the exercise, each group should read their story.

This exercise will help coworkers understand each members strengths and areas for development and create a working plan that emphasizes each member’s strengths. It will also help team members understand that they are capable of having more strengths and positive attributes by building relationships and working as a team, than they would have working solo.