Competency Examples with Performance Statements

The examples below of competencies may be used in various staff management functions like:

- Planning performance expectations.
- Determining training and development needs.
- Establishing recruitment and selection criteria.

The competencies are grouped together under categories. Each competency includes a title, a general definition, and several measurable or observable performance statements.

This list is useful as a reference, but is not all-inclusive. The performance statements listed are to be used to generate thought about how the competency is displayed when performed well on the job. The competency descriptions are intended to be tailored to individual positions.

Position-specific competencies are best determined through a job analysis process. Supervisors should talk with their HR office to receive specific direction around competency identification.

Competency Group – Communication

Competency Title	Description	Performance statements
Listening	Understands and learns from what others say.	Examples
Reading Comprehension	Grasps the meaning of information written in English, and applies it to work situations.	Examples
Speaking	Conveys ideas and facts orally using language the audience will best understand.	Examples
Writing	Conveys ideas and facts in writing using language the reader will best understand.	Examples

Competency Group – Cognition

Competency Title	Description	Performance statements
Analysis/Reasoning	Examines data to grasp issues, draw conclusions, and solve problems.	Examples
Creative & Innovative Thinking	Develops fresh ideas that provide solutions to all types of workplace challenges.	Examples
Decision Making & Judgment	Makes timely, informed decisions that take into account the facts, goals, constraints, and risks.	Examples
Mathematical Reasoning	Uses mathematical techniques to calculate data or solve practical problems.	Examples
Problem Solving	Resolves difficult or complicated challenges.	Examples

Competency Examples With Performance Statements

Richard C. Kearney,Jerrell D. Coggburn

Competency Examples With Performance Statements:

   The Wiley Handbook of Learning Technology Nick Rushby,Dan Surry,2016-02-23 The Wiley Handbook of Learning Technology is an authoritative and up to date survey of the fast growing field of learning technology from its foundational theories and practices to its challenges trends and future developments Offers an examination of learning technology that is equal parts theoretical and practical covering both the technology of learning and the use of technology in learning Individual chapters tackle timely and controversial subjects such as gaming and simulation security lifelong learning distance education learning across educational settings and the research agenda Designed to serve as a point of entry for learning technology novices a comprehensive reference for scholars and researchers and a practical guide for education and training practitioners Includes 29 original and comprehensively referenced essays written by leading experts in instructional and educational technology from around the world   **Using a Competency Development Process Model in Higher Education** Nancy Latham,Johnna Darragh Ernst,Tiffany Freeze,Stephanie Bernoteit,Bradford White,2023-07-03 What if educational programs designed curriculum with the end in mind teaching and assessing only the knowledge and skills necessary for success in the workplace and broader life applications Competency Based Education CBE provides an answer to questions such as this one that key stakeholders such as employers learners parents and educators are asking In this book the authors offer a Competency Development Process Model CDPM with unique features that emphasize the interdependence of competencies assessments and a robust learning journey within a fully developed career pathway Two case examples are used throughout the book to contextualize the CDPM There are seven steps of the model Step 1 Define the Problem Step 2 Establish the Competency Framework Step 3 Draft the Competency Statements Step 4 Establish Competency Measurability Step 5 Develop Competency Assessments Step 6 Adopt and Implement Competencies in Learning Journey and Credentialing Systems Step 7 Evaluate Impact Over TimeThe model addresses the importance of situating competencies within a professional learning context using a backward design approach In doing so the model aims to elevate the work of designing competencies from merely developing a list of expectations to in depth analysis and design with the goal of developing competencies that can be readily used for assessment and career pathway development Each step in the CDPM is treated as a chapter and each chapter identifies the central question that must be answered provides an overview of the tasks in the step and illustrates the steps in action through the two case examples Each chapter concludes with Your Turn guiding questions for the reader to apply the step to their own context   **Performance-Based Management** Judith Hale,2003-10-27 Everyday first line managers and supervisors struggle with deficiencies and inequities in their organization their leadership and their people Performance Based Management recognizes that deficiencies exist and focuses on those things that first line managers and supervisors can do to be more effective It helps managers not only understand what people require to be effective in the workplace it provides them with tools to assess organizational factors identify barriers to

performance and convene and direct the appropriate resources to improve workplace performance Written by Judith Hale author of the best selling Performance Consultant s Fieldbook Performance Based Management comprehensively addresses the role of Performance and Management Information Communication and Performance Support Systems Measures and Feedback Rewards and Consequences Performance Support Tools and Resources Internal and External Consultants Power and Politics Message and Image Management   <u>Competency Based Nursing Education</u> Marion G. Anema,Jan L. McCoy,2009-10-26 The need for competency based education CBE in nursing has been recognized for years CBE provides a way to help ensure that learners are competent at the end of educational endeavors This book is designed as a resource for nurse educators who are responsible for diverse education programs Authors Anema and McCoy bring together all the elements of CBE and provide a road map to develop implement and evaluate competency based approaches to nursing education The book provides valuable guidelines for developing organizational strategies new care delivery approaches and project planning tools Guidance on performance assessment tools and data collection is also included Key features Explains why CBE is needed and how it can help improve current education programs Presents practical guidelines on how to transition to the CBE approach Provides helpful guidance on developing valid and reliable assessments Includes critical information on data collection and the use of data to verify achievement of outcomes Contains practice activities at the end of each chapter to simulate real life situations   **Performance Management** Elaine D. Pulakos,2009-03-12 Performance Management presents an end to end practicalmodel of effective performance management that shows how to developand implement performance management systems that yield bottom lineresults Practical step by step guidance and examples Realities associated with implementing best practices andavoiding common pitfalls Jobs and circumstances where common practices will and will notwork well Proven approaches from leading organizations Insights for everyone involved in performance managementthrough senior leadership   *PERFORMANCE MANAGEMENT: Measure and Improve the Effectiveness of Your Employees* M. M. Subrahmaniyam,2009-12 This book explains how managers and supervisor can provide direction whether or not they have been given clear direction themselves The second role is to communicate expections The chapter explain how to identify behaviours that lead to resultts and how to measure performance The next role is to equip people with skills information and tools so they can succeed This book deals with all these relevant chapters   **Public Human Resource Management** Richard C. Kearney,Jerrell D. Coggburn,2015-07-30 Public Human Resource Management Problems and Prospects brings together exemplary contributors who provide concise essays on major contemporary public human resources management issues Organized into four parts setting techniques issues and prospects and covering the major process function and policy issues in the field the text offers valuable wisdom to students and practitioners alike With sixteen new and eleven updated chapters authored by the leading figures in the field as well as by up and coming new scholars the new edition works as a primary or supplementary text for courses in human resource

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developed student materials Appendices provide 1 California Basic Educational Data System codes 2 a program sequence example 3 sample district course outline 4 a glossary and 5 30 references KC **The Manual of Operating Room Management** Cynthia Spry,1990 Here is a thorough pragmatic hands on guide to developing cost effective and high quality OR policies and procedures Concise overviews spell out the need and purpose of every OR administrative and managerial task and down to earth blueprints take you through the steps necessary to accomplish tasks and maintain quality The manual includes hundreds of pages of formatted material proven through use by the leading surgical facilities that provided them ready to put to work Personnel Management in Critical Care Nursing Suzette Cardin,Cathy Rodgers Ward,1989 **Codification of Statements on Auditing Standards** American Institute of Certified Public Accountants. Auditing Standards Board,1999

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