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

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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 *Competency Based Nursing Education* 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-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 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 **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 management or issues in public administration **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 expectations 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   A Study of Competency Based Teacher Education Robert A. Roth,1976   **Individualized Staff Development Programs for Competency Development** Robert A. Roth,1980   *Performance-based teacher education: some measurement and de* Jack C. Merwin,1973   **Developing and Implementing Individualized Education Programs** Bonnie B. Strickland,Ann P. Turnbull,1990 This edition of this practical text teaches future special educators how to effectively carry out the responsibility of establishing IEPs This text thoroughly examines procedural guidelines for IEP development and implementation providing a wealth of ideas and suggestions for every stage along the way from referral through placement   **Competency & Emotional Intelligence Quarterly** ,2000   *Teacher's Guide for the Basic Competencies in Reasoning* Vermont. Department of Education,1979   **Win-Win Performance Appraisals: What to Do Before, During, and After the Review to Get the Best Results for Yourself and Your Employees : What to Do Before, During and After the Review** Lawrence Holpp,2011-08-24 Increase Productivity with High Impact Performance Reviews Performance appraisals may not be everyone s favorite task Done right though they serve as a vital part of company strategy and document in black and white your contribution to the organization s success Win Win Performance Appraisals gives you the knowledge insight and tools to transform every performance review from a painful one hour sit down into a collaborative process for achieving long term goals GET ALL THE INSIGHT TIPS AND TACTICS TO Align objectives with corporate strategy Write unbiased productive evaluations Hold face to face reviews focused on moving forward not looking back Avoid possible legal pitfalls Conduct follow up reviews that benefi t you and your employee   **Education and Training of the Mentally Retarded** ,1977   **Thrust** ,1975   Personnel Management in Critical Care Nursing Suzette Cardin,Cathy Rodgers Ward,1989   **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   **Thrust for Educational Leadership** ,1974   *Personnel Administration in Education* Ben M. Harris,1992

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Table of Contents Competency Examples With Performance Statements

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Losing Control? Sovereignty in an Age of Globalization Immigration Tests the New Order. Economic globalization denationalizes national economies; in contrast, immigration is renationalizing politics. There is a ... Immigration Tests New Order By Sassen: A Comparative ... The book targets a specialized audience with previous knowledge and particular interest in the topic of the migration crisis. It was published in 1995 by ... Immigration tests the new order sassen - resp.app Mar 25, 2023 — Yeah, reviewing a book immigration tests the new order sassen could be credited with your close associates listings. This is just one of the ... Reading free Immigration tests the new order sassen ... Aug 14, 2023 — Yeah, reviewing a books immigration tests the new order sassen could accumulate your near links listings. This is just one of the solutions ... The Repositioning of Citizenship by S Sassen · 2003 · Cited by 183 — issue is that of the historicity and the embeddedness of both categories, cit- izenship and the national state, rather than their purely formal features. The Repositioning of Citizenship: Emergent Subjects and ... by S Sassen · 2002 · Cited by 400 — SASSEN: REPOSITIONING OF CITIZENSHIP 1 1 ethnicity, religion, sex, sexual ... instance, prior to the new immigration law passed in 1996 who could prove ... saskia sassen The new immigration is further characterized by the immigrants' tendency to cluster in a few key U.S. regions. This was true as well of earlier immigration ... Losing Control?: Sovereignty in an Age of Globalization Sassen argues that a profound transformation is taking place, a partial denationalizing of national territory seen in such agreements as NAFTA and the European ... 2 The de facto Transnationalizing of Immigration Policy Discussions cover the operation of states under a new rule of law, the two cornerstones of immigration policy in developed countries — the border and individual ... Saskia Sassen by S Sassen · Cited by 159 — Next I briefly examine the question of immigrant remittances as one lens into the broader

subject of the formation of alternative political economies and how ... Shape packet - TPT Geometry - Identify 2D and 3D shapes worksheet and quiz packet. Created by. Sassycat Educational Resources. Shapes and Designs Practice Answers Sample answer: 9. The shape is a polygon. Angle B is acute. 10. 11. Acute angle: A, ... 7-1 Shapes and Designs - Concepts and Explanation A polygon which either has two sides with different lengths or two angles with different measures. Line (or mirror) Symmetry. Example. Line or Mirror Symmetry ... CHAPTER 5: Shapes and Designs CHAPTER 5: Shapes and Designs. Mathematics [Class 3]. 1. 1 Count the number of ... These worksheets can be uploaded on any school website. www.kv.school. Page 2 ... Shapes and Designs - NCERT Use different colour combinations to make your own patterns. Have you seen this shape in any other design — on a wall, a dress, on a basket, a mat etc ... Copy Shapes and Designs | Visual Motor Integration Copy Shapes and Designs. Shape reproduction is an important milestone that signifies ... This packet includes the Developmental appropriate level of progression. Shapes and Designs: Two-Dimensional Geometry ... Shapes and Designs: Two-Dimensional Geometry (Connected Mathematics) ; Dimensions. 7.75 x 0.25 x 9.75 inches ; ISBN-10. 0131808087 ; ISBN-13. 978-0131808089. Shapes - Autism Educators This pack includes: * 12 2" x 2" squares with 2D or 3D coloured shapes and spelling (UK) - PDF and ready to print - Designed as a dyslexia aid, ideal for home ... Color and shape packets - TPT Browse color and shape packets resources on Teachers Pay Teachers, a marketplace trusted by millions of teachers for original ... Pdf Essential Texts On International And European ... Jan 1, 2015 — Written by leading experts from inside and outside the Court and scholars from multiple disciplines, the essays combine theoretical inquiry ... Essential texts on international and european criminal law 8th ... May 28, 2023 — 2015 by maklu. Read free Essential texts on international and european criminal law. 8th edition updated until 1 january. 2015 by maklu .pdf ... Essential Texts on International and European Criminal Law ... This volume comprises the principal policy documents and multilateral legal instruments on international and European criminal law, with a special focus on ... Essential Texts on International and European Criminal Law This book comprises the principal ... edition of essential texts on international and European criminal law. All texts have been updated until 13 January 2021. A Critical Introduction to International Criminal Law The book is suitable for students, academics and professionals from multiple fields wishing to understand contemporary theories, practices and critiques of ... Book orders 2015-17 - TED eTendering - European Union Essential Texts on International & European Criminal Law - 8th edition, Gert Vermeulen, Maklu, 978-9046607480. 144, Ethics for Police Translators and ... Essential Texts on International and European Criminal ... This volume comprises the principal policy documents and multilateral legal instruments on international and European criminal law, with a special focus on ... Criminal Law - Open Textbook Library The book provides a basic introduction of criminal law, the US legal system and its constitutional protections before delving into traditional areas of ... The Routledge Handbook of Justice and ... EU Counter- terrorism Law. Oxford: Hart Publishing. Öberg, J. (2015). Subsidiarity and EU Procedural Criminal Law. European Criminal Law Review, 5(1), pp ... International Criminal Law by G

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