

Competency Definitions - 18/01/2017

Learn <i>Commits to Continuous Improvements and Results</i>	Belong <i>Develops Integrated Solutions</i>	Become <i>Uses Creative Solutions to Drive Innovation</i>
Pursues professional, personal growth and supports the development of others.	Works Collaboratively and Builds Inclusive Relationships to Produce Integrated Solutions Across the College.	Takes Responsible Risks and has the courage to challenge conventional thinking to facilitate innovative decision making.
Looks for new learning in things and events, and maintains a positive outlook in the face of failures and disappointments and moves on. Uses failure as a learning experience demonstrating a willingness to continue to innovate.	Values input and expertise from others; understands group dynamics and is able to solicit varying points of view, ideas and opinions.	Takes initiative and sustained action to ensure the successful implementation of change by shifting focus of work/team and embracing new ideas and building on past knowledge and success.
Takes opportunity to learn from both positive and negative situations and experiences, observing behaviours and techniques of others.	Looks for ongoing and/or additional areas in which collaboration can occur, working horizontally within own work area, division or across the College (cross-functionally).	Demonstrates interest to engage in open and meaningful discussion with colleagues during times of change, supporting an environment that promotes new and creative ideas. Creates an environment to promote creative thinking and identifies which innovative ideas are worth championing based on risk analysis.
Encourages and supports other to develop new knowledge, skills and abilities and may play a leadership role establishing a learning climate.	Maintains relationships on an ongoing basis to ensure alignment and efficiency of effort and approach. Uses a network to identify opportunities, gather information and seek input to problems and develop solutions.	Is prepared to take unorthodox approaches and try different solutions. Understands risks involved and manages risk associated with change.
Engages in the assessment of outcomes and seeks feedback to support continuous improvement.	Builds strong, respectful relationships that contribute to workplace accountability and integrity.	Explores new possibilities for solving complex problems, finding creative solutions and implementing more sustainable ways to work and live.
Reflects on outcomes and processes used. Asks self and others - What happened? What did and did not work? What can I do differently? What do I/they need to know?	Promotes respectful and mutually cooperative relationships and values others input and expertise.	Analyzes relationships among several parts of a problem and anticipates obstacles and thinks about next steps. Uses creative techniques to break apart complex problems and identify best course of action.
Proactively asks others about new approaches, tools, methods in own area of expertise by engaging in both traditional and non-traditional learning opportunities in response to new problems or situations.	Demonstrates cooperation within and beyond own team and division. Participates willingly and is actively involved and fully contributes.	Responds to change by seeing opportunity for achieving the same goals differently and seeks out new ideas, adapts methodology and ideas quickly. Observes ideas that may already exist beyond immediate group or situation. (eg. Other college/organizations)
Introduces evident changes to a process to improve outcomes. Eg. Do something better, faster, at a lower cost, or more efficiently.	Accepts personal accountability, does his/her share of work, meets deadlines, offers services and asks questions.	Identifies and considers the impact of actions through a sustainability lens (human health and well-being, ecological health, social issues and secure livelihoods).
Drives to achieve deliverables and reach successful, sustainable outcomes which align with college priorities.	Balances student, organizational and individual priorities to support a healthy College environment.	Uses technology to develop new approaches to meet the evolving needs of students, staff and stakeholders.
Acts with keen sense of urgency to understand, assess and capitalize on new opportunities.	Understands the business of the college, the mandate, vision, mission, goals and the role of various departments/schools within the college. Is aware of the challenges, issues and opportunities of the college. Looks at learning from a holistic perspective.	Identifies how to create more value for our students, customers & stakeholders. Questions and challenges the quality of conventional work methods, including ones own assumptions.
Monitors progress towards deliverables and may make specific changes in the system or own work processes to meet business objectives and/or improve performance.	Seeks win/win results in balancing priorities. Works with a long terms perspective and may trade off immediate costs/wins to achieve mutual goals.	Looks to the future to explore evolving needs and reimagines how technology can be leveraged to enhance learning, deliver education differently, and improve services to achieve competitive advantage.
Takes personal responsibility to exceed required deliverables, to meet college business objectives.	Takes constraints and opportunities into account when setting priorities, goals and objectives. Considers the broader outcome and works to ensure sustainability of processes and initiatives over time.	Is prepared to look beyond the data and existing technology for solutions, and generates creative and varied solutions to the situation at hand.