

UC Core Competency Model Self-Assessment

In the space to the right of each item, write the number that best represents how often you demonstrate that behavior:

5 = Almost always or always

4 = Very often

3 = Often

2 = Sometimes

1 = Rarely or never

1.	Adopt ideas, technology, and practices that increase efficiency, eliminate waste, and improve performance		11.	Reflect and take initiative to make improvements to current work		21.	Use data, feedback, and input from others to improve the quality of products and services		
2.	Take responsibility for my own development; maintain fluency in appropriate work applications, software, or tools		12.	Keep up-to-date on current research, trends, and technology in my field; identify and pursue areas for development and training that will enhance job performance		22.	Seek coaching and feedback to increase self-awareness and personal growth		
3.	Seek to understand the gap between current conditions in my work and the desired future state		13.	Work effectively with others to solve problems and make decisions; seek input from partners		23.	Identify issues and address them in a timely, data driven and transparent manner to achieve sustainable and optimal results		
4.	Seek and use feedback from a variety of sources to improve service quality		14.	Meet and exceed expectations; ensure that stakeholder needs are fulfilled; honor commitments and keep promises		24.	Adapt service delivery to meet the needs of diverse client base		
5.	Engage others in a way that makes them feel valued and accepted		15.	Value diverse people, experiences and ideas; cultivate and maintain an environment of inclusion that empowers all team members to contribute ideas and achieve goals		25.	Demonstrate self-awareness and commitment to antiracist behavior, understand my impact on others; treat all people with dignity, respect, and equity		
6.	Cooperate with others; share information and knowledge to identify and implement solutions in which all parties can benefit		16.	Help and support fellow employees in their work to contribute to overall success		26.	Place the needs of the team above self-interest; build and maintain effective working relationships		
7.	Consistently share accurate, timely information; taking into account audience and communication method		17.	State opinions honestly and in a straight-forward manner; maintain open dialogue with others; actively listen		27.	Written and verbal communications are consistently clear, concise and appropriate to the audience		
8.	Adapt approaches as needed to address changing priorities; am flexible, open, and receptive to new approaches; show willingness to step outside of my comfort zone		18.	Seek to understand context while navigating through organizational change		28.	Show awareness of my and others' responses to change and respond in a way that is productive for the organization and its team members		
9.	Use the organization's mission and vision as guideposts for decision-making		19.	Connect my individual role and align my performance goals in fulfillment of the UC mission and vision		29.	Inspire others to achieve the mission and vision of the organization and the University		
10.	Act in a manner consistent with the UC Standards of Ethical Conduct and other UC policies		20.	Utilize available resources (people, processes and tools) to achieve organizational goals; model accountability		30.	Understand and adhere to safety guidelines; report and correct potential threats; model safe behaviors		

Review your total score from the assessment to each competency:

___ Continuous Improvement

___ Continuous Learning

___ Problem Solving

___ Service Focus

___ Belonging and Community

___ Collaboration

___ Communication

___ Change Agility

___ Mission and Vision Focus

___ Stewardship



Professional Development Guide
UC Core Competencies Self-Assessment

Name _____

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