

# UC Core Competency Model Self-Assessment

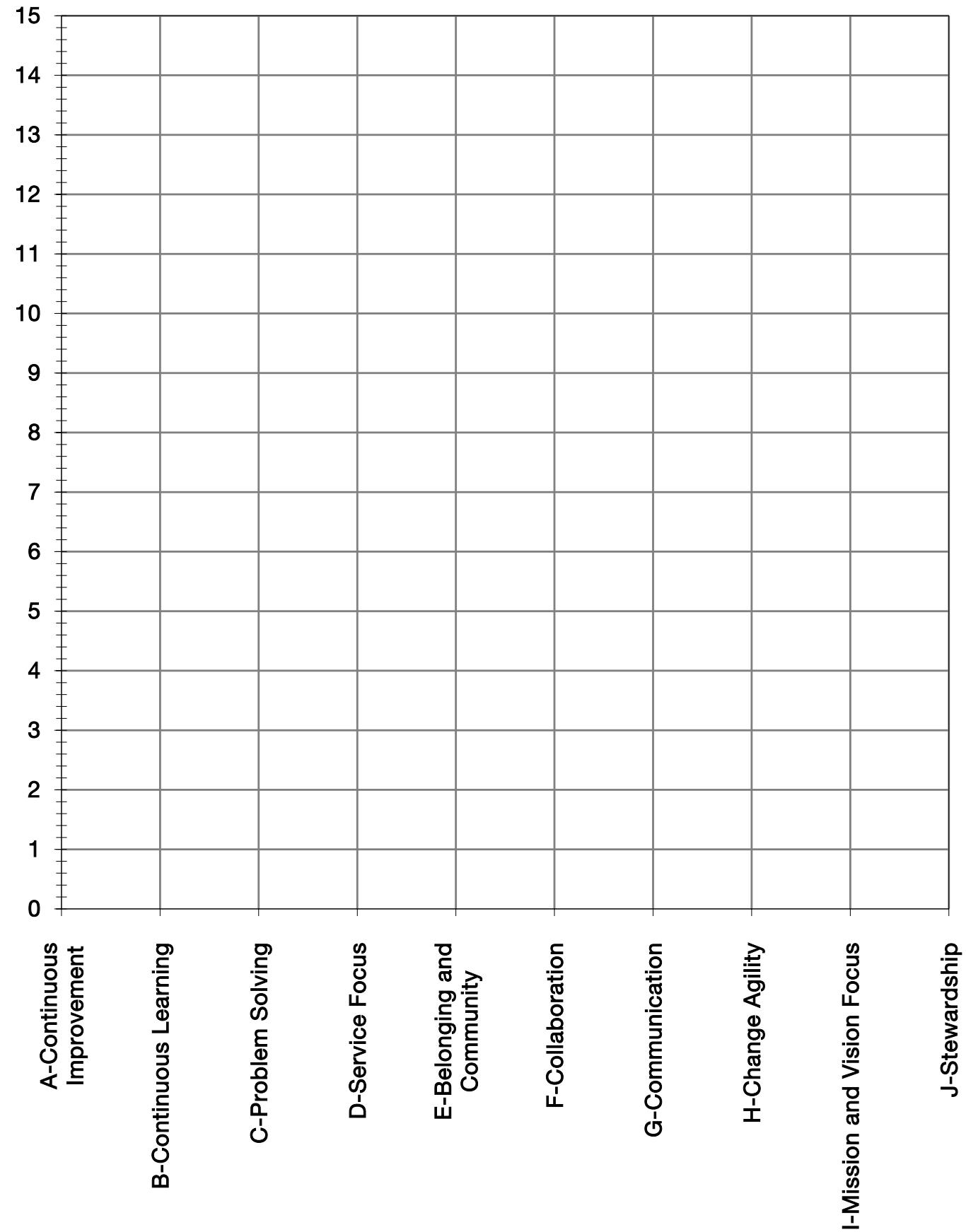
In the space to the right of each item, write the number that best represents how often you demonstrate that behavior:

5 = Almost always or always      4 = Very often      3 = Often      2 = Sometimes      1 = Rarely or never

**TOTAL**

|     |  |     |  |     |  |   |
|-----|--|-----|--|-----|--|---|
| 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  | A |
| 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  | B |
| 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                          | C |
| 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  | D |
| 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 | E |
| 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  | F |
| 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  | G |
| 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               | H |
| 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  | I |
| 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   | J |

Plot your total score from each row on the assessment to each competency on the grid below.



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## Professional Development Guide

### UC Core Competencies Self-Assessment

Name \_\_\_\_\_

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