

COMPETENCY	DESCRIPTION
<i>Relationship to Self</i>	
Self Awareness	<ul style="list-style-type: none"> • aware of personal thoughts and emotions and their influence on actions • articulates and uses emotions effectively • words match actions, seeks to be authentic • has an ethical code, acts with integrity • has insight and acceptance of strengths and limitations
Self Management, Self Directed	<ul style="list-style-type: none"> • takes initiative for leadership and completion of tasks • open to influence of others without emotional dependency • demonstrates the courage of conviction • perseveres in the face of set-backs and disappointments • stays grounded and realistic
Continuous Learning	<ul style="list-style-type: none"> • life-long learner, curious • open to self-discovery, e.g. personal assumptions and blind spots • self-reflective and seeks feedback from others • has meaningful personal goals and aspirations • models discernment and learning for others
Resilience	<ul style="list-style-type: none"> • aware of personal needs, maintains a good personal support system • takes time for self-care, maintains work/life balance • adjusts to life's demands and stressors, optimistic and self-confident • responds rather than reacts to stress, seeks assistance when needed • sets limits and healthy boundaries, manages others' expectations
<i>Relationship to Others</i>	
Relationship Building	<ul style="list-style-type: none"> • warm and approachable, helps others feel welcome, accepted and valued • builds and maintains trust • demonstrates sensitivity, empathy and respect for others • aware of how perceived by others • sensitive to social cues, able to operate effectively in diverse social and cultural contexts
Communication Skills	<ul style="list-style-type: none"> • articulate in communicating thoughts and emotions • makes ideas and concepts accessible to others • practices active listening, can synthesize and reflect back others' thoughts and underlying emotions • can advocate for others and ask for own wants and needs • engages in productive dialogue with people from diverse cultural and educational backgrounds

Collaboration	<ul style="list-style-type: none"> • adept at working with teams and in group settings • develops networks and affiliations, seeks input and finds common ground • understands own role in relationship systems and how system dynamics influence people and outcomes • attuned to others' feelings and the emotional energy in group settings, and responds appropriately • able to engage and mobilize others around shared ministry goals
Conflict Management	<ul style="list-style-type: none"> • creates an environment in which differing views are welcome • manages creative tension productively and remains non-anxious • able to identify underlying issues and sources of tension • addresses difficult issues in a prompt and direct manner • maintains a pastoral presence in times of crisis, handles conflicts non-defensively and can mediate differences
<i>Relationship to World</i>	
Vision	<ul style="list-style-type: none"> • able to take a long-term view, facilitates creation of a shared vision • helps others stay focused on mission and purpose • open to the need for change while respecting and acknowledging past and present accomplishments • supports others in translating vision into action • pragmatic and patient in working toward long-term goals
Leadership and Accountability	<ul style="list-style-type: none"> • motivated to lead, seeks leadership experience • holds self and others accountable, accepts responsibility and acknowledges mistakes • engages others in reflection and learning around results • celebrates successes, seeks insight when results don't meet expectations • works productively and positively within governance and authority structures and systems
Planning & Organizing	<ul style="list-style-type: none"> • able to plan and prioritize for the short, mid and long-term • organizes tasks, projects and teams effectively • educates and enables others to exercise good stewardship of time and resources • identifies and utilizes gifts of others • ensures administrative functions are efficient, effective, economical
Problem Solving	<ul style="list-style-type: none"> • critical thinking skills, uses effective decision-making processes • understands context, ensures multiple sources of data are accessed • resourceful, able to adapt in effective and healthy ways to changing circumstances • willing to make decisions in unpredictable and ambiguous scenarios • keeps people informed, communicates options and manages buy-in

Enterprising	<ul style="list-style-type: none"> • self motivated and determined, demonstrates an inner drive to achieve • creative, sees patterns and interrelationships and translates into opportunities to act • self-confident and able to win others' confidence, realistic about personal capabilities and potential • results-oriented, views tangible outcomes as a source of satisfaction and information for moving forward • engages others in new ventures, understands own and others' risk tolerance and manages accordingly
<i>Relationship to the Divine</i>	
Service Orientation	<ul style="list-style-type: none"> • focuses on call and stays attuned to the needs of communities and individuals encompassed by that call • engages in ongoing discernment with others, anticipates needs • motivates, enables and empowers others to serve, builds capacity • forms alliances and coalitions with organizations and groups to optimize overall impact • vocational interests and ministry roles are in synch
Faithful Witness	<ul style="list-style-type: none"> • demonstrates an authentic spirituality • articulates faith journey and supports others on their journeys • integrates personal faith with action • faces doubts and fears honestly and positively • congruence between beliefs and life style • congruence between public and private "selves"