

# Core competencies



The Core Competency Framework represents a Yukon government-wide commitment to leadership excellence at all levels of the organization. It represents the belief that leadership is an action and not a position. The eight core competencies describe the behaviours that are necessary to deliver the Yukon government's organizational vision, goals and priorities.

## Modeling interpersonal skills and personal responsibility

Demonstrates strong self-awareness through deliberate learning from past experience and self-reflection to increase personal effectiveness and responsibility. Uses strong interpersonal skills to build credibility and personal effectiveness.

## Developing people

Fosters the learning and development of others through supportive relationships. Transfers expertise and builds the long-term leadership capability of others by teaching, coaching and/or mentoring them.

## Influencing others

Generates commitment while inspiring others. Builds coalitions internally and externally, to reach the organization's goals by using a variety of methods and adapting influence approaches, and by effectively using knowledge of how the organization really works.

## Thinking strategically

Takes a comprehensive, long-term view, critically assessing options and implications, while linking decisions to strategic goals.

## Taking action and achieving results

Focuses, commits, and applies resources to identify and achieve appropriate results.

## Leading change and innovation

Leads the organization effectively through fast changing environments, and creates and implements a vision of an organization that is willing to take risks and test new approaches.

## Demonstrating client focus

Creates a client-focused culture for the entire organization and engages others in providing outstanding service to internal and external clients.

## Promoting common values and ethics

Promotes the establishment, development and application of positive organizational values, ethics and standards of conduct.

## Characteristics of an effective public service

1

Able to deliver professional and competent service in a non-partisan way to government.

2

Able to provide efficient, effective, responsive delivery of public services to citizens in an equitable and timely manner.

3

Committed to a process of continual service improvement at the transactional level, in addition to ongoing transformational initiatives designed to improve the effectiveness and efficiency of the public service.

4

Committed to full accountability and transparency, practising open government and stakeholder engagement. Able to show how revenues spent yield measurable results