

myIMPACT

Individually Measuring Performance and Achievement to Cultivate Talent

COMPETENCY DEFINITIONS

ADMINISTRATIVE EMPLOYEES

Communication

- Provides effective, clear, and timely communication. Demonstrates essential listening, writing, and verbal communication skills to fulfill relevant duties.

Leadership

- Leads with integrity, accountability, teamwork and commitment to a common goal. Inspires others to do their best and gives due recognition for contributions.

Collaboration

- Develops and maintains responsive, cooperative, inclusive, and mutually beneficial relationships to foster teamwork and collegiality.

Organizational Strategy

- Provides direction and support for the implementation of FSCJ's strategic goals and mission-based initiatives.

Innovation

- Displays original thinking and creativity. Generates suggestions for improving work. Develops innovative approaches and ideas.

PROFESSIONAL EMPLOYEES

Communication

- Provides effective, clear, and timely communication. Demonstrates essential listening, writing, and verbal communication skills to fulfill relevant duties.

Leadership

- Leads with integrity, accountability, teamwork and commitment to a common goal. Inspires others to do their best and gives due recognition for contributions.

Collaboration

- Develops and maintains responsive, cooperative, inclusive, and mutually beneficial relationships to foster teamwork and collegiality.

Customer Focus

- Demonstrates ability and concern for delivering exceptional service to internal and external customers. Establishes and maintains effective relationships.

Initiative

- Evaluates, selects and acts on solving problems and meeting objectives before being asked to do so.

CAREER EMPLOYEES

Communication

- Provides effective, clear, and timely communication. Demonstrates essential listening, writing, and verbal communication skills to fulfill relevant duties.

Collaboration

- Develops and maintains responsive, cooperative, inclusive, and mutually beneficial relationships to foster teamwork and collegiality.

Job Knowledge

- Demonstrates comprehensive and up-to-date knowledge of the job. Has the functional and technical knowledge and skills to perform at a high level of accomplishment.

Customer Focus

- Demonstrates ability and concern for delivering exceptional service to internal and external customers. Establishes and maintains effective relationships.

Accountability

- Accepts responsibility, demonstrates attention to detail, and is accountable for achieving results.

ADJUNCTS

Communication

- Provides effective, clear, and timely communication. Demonstrates essential listening, writing, and verbal communication skills to fulfill relevant duties.

Job Knowledge

- Demonstrates comprehensive and up-to-date knowledge of the job. Has the functional and technical knowledge and skills to perform at a high level of accomplishment.

Learner-Centered Teaching Strategy

- Engages students and promotes learning by encouraging active participation.

Accountability

- Accepts responsibility, demonstrates attention to detail, and is accountable for achieving results.

