

CITY OF VAUGHAN – CORE COMPETENCIES

SUMMARY LIST

Problem Solving and Analysis (Thinking Competency)

Solving difficult problems through careful and systematic evaluation of information, possible alternatives and consequences.

Planning and Organizing (Working Competency)

Effectively organizing and planning work according to organizational needs by defining objectives and anticipating needs and priorities.

Delivering Results (Working Competency)

Maintaining a high level of commitment to personally getting things done.

Quality Focus (Working Competency)

Promoting and maintaining high standards of quality at work. People who display this competency consistently produce high quality work.

Customer Focus/Citizen Focus (Working Competency)

Anticipating customers' / citizens' needs and designing, promoting or supporting the delivery of products and services that exceed customers' / citizens' expectations.

Integrity – Accountability / Transparency (Working Competency)

Upholding a high standard of fairness and ethics in everyday words and actions.

Continuous Learning (Working Competency)

Striving to expand knowledge and refine skills through education and training. Inspiring others to develop and refine knowledge and skills relevant to their work.

Teamwork and Collaboration (Relating Competency)

Effectively working and collaborating with others toward a common goal.

Interpersonal Communication (Relating Competency)

Communicating clearly and effectively with people inside and outside of the organization.

Respecting Diversity (Relating Competency)

Understanding, accepting, and being sensitive to individual differences. Treating all people equally, regardless of gender, race, creed, place of origin, status, or level of position.