

APS Competencies

ACHIEVEMENT

RELATIONSHIPS

THINKING



What are Competencies?

Competencies are behaviours that are essential to reach our goals in serving Albertans. The model focuses on *behavioural competencies*: **they're the "how" you do your job**, rather than just "what" you do, which are *technical competencies*.

APS Competency Definitions

Competencies are sorted into three groups: **Relationship**, **Thinking**, and **Achievement** competencies.

Relationship Competencies

Develop Networks

Proactively building networks, connecting, understanding and building relationships with different stakeholders.

Build Collaborative Environments

Leads and contributes to the conditions and environments that allow people to work collaboratively and productively to achieve outcomes.

Develop Self & Others

A commitment to lifelong learning and the desire to invest in the development of the long-term capability of yourself and others.

Thinking Competencies

Creative Problem Solving

Ability to assess options and implications in new ways to identify solutions.

Systems Thinking

Understanding that work done in one part of the APS impacts a variety of other groups/projects inside and outside the APS.

Achievement Competencies

Agility

Ability to anticipate, assess and readily adapt to changing priorities, maintain resilience in times of uncertainty, and effectively work in a changing environment.

Drive for Results

Knowing what results are important and working with current resources to achieve results that are aligned with the goals of the organization, while maintaining accountability to each other and external stakeholders

How will our Alberta Public Service (APS) Competencies be used?

What does all this mean for **you**? Well, the competency model is important because they form the foundation for all "HR Processes". That's a fancy way of saying that they're going to become important to you as an employee, because they'll be used to:

Hire the best people: this will mean a new approach to job ads and interviews across the GoA.

Provide meaningful feedback to improve performance: supervisors and employees will be able to better identify and clarify expectations within a role and come up with concrete action plans to do our work even better.

Focus development: competencies help identify and provide guidance in targeting development activities and creating annual Career and Learning Plan that focus on the behaviours and competencies that will have the biggest impact on improving performance and preparing people for different roles. All GoA Learning Centre courses, Management Development Program (MDP) and Senior Executive Management Development Program (SEMDP) courses have been revamped to include the new competencies.

Prepare people to take on different roles through career development and succession processes: competencies help identify what is needed for success in different roles. Understanding the expectations of roles you may aspire to will help you better develop and prepare yourself to take on a different challenge. Our 360 degree evaluations (Assessment Services), courses, internal coaching, mentoring and career consultant resources will use the new APS competencies.

How can I prepare? What are my next steps?

- ⇒ Be curious. Visit our website to learn more about the APS competencies. Ask questions!
Email us anytime: apscompetencies@gov.ab.ca
- ⇒ Visit our website and complete the electronic self-assessment to discover your strengths and areas for improvement.
- ⇒ Talk to your supervisor, mentor, coworker or HR department about developing competencies. Take a course through the GoA Learning Centre (a new competency e-course is coming soon),
- ⇒ Spread the word!

Look for more course information on the
GOA Learning Centre's website at
www.goalearningcentre.gov.ab.ca

On our website, you'll find info on:

- Background on the APS Competency Model
- Influences on how our work is changing
- Information on what competencies are, why we should focus on them and why they are important.
- The full APS Competency Model
- An example on how to read the model
- How the APS Competency Model will be used
- How to complete the Electronic Self-Assessment

[www.chr.alberta.ca/
APSCompetencies](http://www.chr.alberta.ca/APSCompetencies)