

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