

Relating Organizational Competency Areas to the Essential Public Health Services

An important aspect of evaluating the relevance of any set of competencies is to hold them up against the framework that defines our tasks or scope of work. For public health organizations and their community partners, the essential public health services define the expectations for a local public health system. When we look at the organizational competency areas presented in this work in the following essential services matrix, we note that the competency areas vary only in degree of importance across the essential services.

| Organizational Competency Areas | | | | | | | |
|---------------------------------|----------------------|---------------|------------------------|--------------------------------|-------------------------------|-----------------|---|
| Essential Services | Visionary Leadership | Communication | Information Management | Assessment Planning Evaluation | Partnership and Collaboration | System Thinking | Promoting Health and Preventing Disease |
| Monitor | * | * | † | † | * | * | ‡ |
| Diagnose | * | * | † | ‡ | * | † | ‡ |
| Inform | ‡ | ‡ | * | * | * | * | ‡ |
| Mobilize | † | † | * | * | ‡ | * | * |
| Make Policies | ‡ | † | * | † | † | ‡ | * |
| Enforce | * | † | † | * | † | * | ‡ |
| Link | * | * | † | * | ‡ | * | * |
| Ensure | * | ‡ | * | † | * | * | * |
| Evaluate | † | * | * | ‡ | * | † | * |
| Research | * | * | † | * | * | ‡ | * |

* Important, † Very Important, ‡ Most Important



Do you agree with the importance ratings for the competency areas?

You may want to review the essential services presented earlier in Part 1 or skip ahead to the organizational competency definitions provided in Part 2.