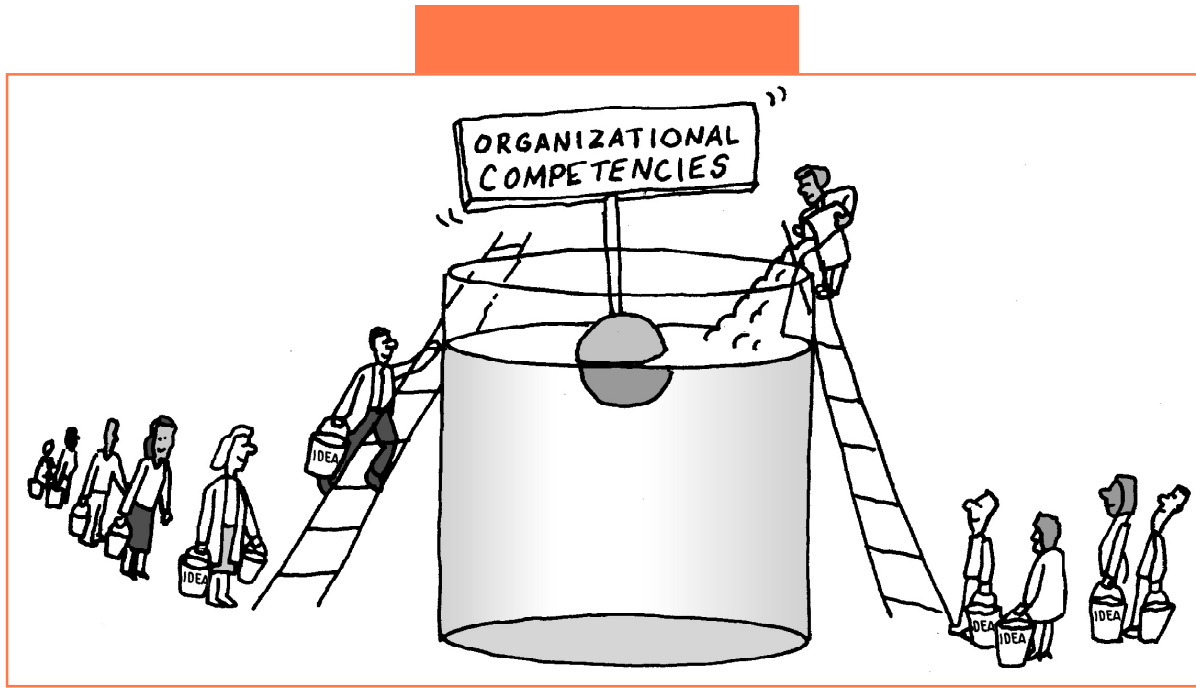


Assess Your Organization's Competencies

The assessment is, strictly speaking, optional. It is strongly recommended that everyone in your organization participate in, at least, the initial staff development activity that provides an overview of the competencies, if for no greater reason than to share the same vocabulary and conceptual understanding of the competencies that will be so much the focus of your organization. The assessment process itself can reinforce this exposure to organizational competencies and begin to provide the examples of these competencies in day-to-day activities.



Don't use the Organizational Assessment to Assess Individual Competency.

This assessment must not be seen as an attempt to evaluate incompetence on any one person's part. It is designed to collect information on the perceived frequency of competence demonstration of the organization, program, department, or functional unit.

Remember: infrequent demonstration does not imply incompetence, but that expectations for performance have not been explicitly or implicitly communicated.