

CORE COMPETENCY NEWSLETTER



December 2014

Core Competency



Core Competencies are the values, traits, and behaviours that a person demonstrates in supporting (directly or indirectly) people with a developmental disability to live more inclusive and dignified lives in the community.

People with highly developed Core Competencies mark the difference between good, solid support quality, and outstanding support quality. More simply, behavioural Core Competencies can be thought of as "how" an individual approaches the provision of support to people with a developmental disability.

"The greatness of a man is not in how much wealth he acquires, but in his integrity and his ability to affect those around him positively."

~Bob Marley



CORE COMPETENCY YEAR END REVIEW

Merry Christmas! This really is the best time of the year! With the holiday season now in full swing, and another year just about wrapped up, it's easy to get caught up in the stressful excitement of buying the perfect gifts, attending Christmas party after Christmas party, and trying to maintain a healthy waistline even with the plethora of holiday treats seemingly always within an arms length reach. But with all the hustle and bustle that comes with the holiday season, it's good to every once in a while step back, take a moment, and reflect on all that's going on. So with that in mind, let's take a look back at Core Competency in 2014.

Core Competency was introduced to all of us back in the summer of 2012. After gaining some initial steam, implementation of the Core Competency program took a bit of a hiatus. With the start of 2014, a new year brought new excitement for how we view our professional development. Perhaps that enthusiasm had always been there, somewhere deep down in all of us, we just needed a platform to express our awesomeness. Through the Core Competencies we are now more easily able to recognize: when we advocate for the people we support; when we successfully work together with our fellow co-workers on different tasks and projects; when we find new and innovative ways of approaching problems; when we take the time to teach new skills to help others be more self-sufficient, and in turn successful in life; when we take ownership, responsibility, and pride in the work we do; when we set the standard of excellence so that those who see what we do will also try to reach their fullest potential; and when we go above what's expected of us, not because it's asked of us, but because we want to strive beyond our own limitations to attain new and greater levels of success.

On a more personal note, I was brought on to the Core Competency team near the start of the year to pen these newsletters every month. It's been a privilege, and such a fun learning experience bringing these to you. Thank you to everyone for all of your support by reading the newsletters, by participating in the monthly activities, and for putting up with my nerdy sense of humour, corny jokes, and love of all things puns.

So, as we celebrate the Christmas season, the end of one year, and the start of new, let's celebrate the people we support. Let's celebrate our co-workers and colleagues. Let's celebrate that we work for one of the best, most professional organizations in the developmental services sector. And lastly, but certainly not least, let's celebrate ourselves and each other for the amazing work we do.

~Jonah.

CORE COMPETENCY FUTURE ACTIVITIES

You've completed mock CAQ's; participated in Core Competency roleplaying; you've done word association puzzles; unjumbled many a word jumbles; uncovered secret messages; and found words in word searches.

Now, with so many activities under your belt, the Core Competency team is leaving it in your capable hands and giving you free reign to come up with an activity all your own. Create one individually, or involve your co-workers and view it as a team building exercise.

Instructions are simple. Choose a Competency and tailor your activity to tie in with your choice.

Activities will be selected and featured in an upcoming Core Competency newsletter. From the activities created and received, 1 lucky person will be chosen for a 2 day, 1 night, all expense paid trip to Toronto to attend the Developmental Services Human Resource Strategy Forum in February. There will be workshops with a wealth of information, powerful and engaging guest speakers, meals are included, and hotel accommodations looked after.

So put on those creative hats, and participate in this really great opportunity!

Please have your Core Competency activity submitted to Debb Young by January 9th, 2015 for review, possible entry in a 2015 newsletter, and a chance to win the grand prize.

CORE COMPETENCY WINNERS CIRCLE

Congratulations again to all our 2014 activity winners. Thank you to all of you that have participated in one, or all, of our monthly newsletter activities.

We hope you not only had some fun completing these activities, but also learned a little about Core Competencies along the way.



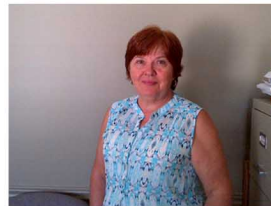
March

Sandra Livingstone & Shauna Allen



April

Jean McMahon



May

Marg Lang



June

Lori Ziegler



July

Glenn Brown



August

Jason Gillespie



September

Janette Andersen



October

Deb Hotson & Rose Spahr



November

Victoria Szucs

YOUR NOVEMBER ACTIVITY WINNER



Victoria Szucs

Victoria Szucs is the winner of last month's Secret Message Challenge. Congratulations! Victoria is a valued member of the Guelph SIL team. She works with "her heart on her sleeve". She always goes above and beyond when delivering quality service to the people we support.

Thanks for all you do Victoria!

YOUR CORE COMPETENCY TEAM

| | | | |
|----------|--|-------|--|
| Brenda | brandell@clgw.ca | Laura | lhaley@clgw.ca |
| Debb | dyoung@clgw.ca | Linda | lclyssy@clgw.ca |
| Hailey | hlang@clgw.ca | Lori | lmorrison@clgw.ca |
| Jennifer | jmcglen@clgw.ca | Lori | lziegler@clgw.ca |
| Joanne | jsmithers@clgw.ca | Jonah | jlunod@clgw.ca |



Jonah Lunod

What did Adam say December 24th?...It's Christmas, Eve!

Since it's the holiday season, how bout one more for good measure.

What are parents favourite Christmas carol?...Silent Night!

On behalf of your Core Competency team, I would like to extend a very Merry Christmas to you and all your loved ones. I hope this holiday season bring much joy and happiness, and may 2015 be a happy, healthy, and prosperous new year.