

CORE COMPETENCY NEWSLETTER

May 2014

Threshold Core Competencies

Threshold Core Competencies are those key minimum requirements that you must possess before "Walking in the Door" to start your job. They are the baseline for recruitment into CLGW, based on our Mission, Vision, and Organizational Values. We believe these are important behaviours to keep at the forefront of all of our roles and functions.



Flexibility: The ability to adapt to, and work effectively within a variety of situations; being open to others' points of views; being able to shift gears to respond to changing needs; juggling tasks and priorities.

Self-Control: Keeping emotions under control; restraining negative responses when provoked; able to express in an appropriate manner that doesn't harm self or others emotionally or physically.



Service Orientation: Identifying and serving people who receive support, the public, colleagues, partners and peers to meet their best needs; understanding someone's needs from their point of view; going the extra mile; providing service to high standards.

Values and Ethics: Conducting yourself in a way that's consistent with personal integrity; concern for, and sensitivity to, the fundamental values and ethics of the agency, sector and profession; capacity for sound ethical judgment in an ethically complex work environment, especially in the face of ongoing pressures and constraints.



MEMORY LANE

With this month's competencies dealing with the baseline for hiring, I can't help but think of my own CLGW interview.

Let me start by saying I absolutely dread being interviewed. I'm a stress case, I sweat through the whole event, I usually stumble over my words, and I say 'Um' a lot. I never look forward to the process, and what's worst, I'm the centre of attention and have to talk about myself.

I remember meeting the well clad HR lady, and thinking, 'Don't embarrass yourself, and try to keep the dorkish levels to a minimum'. I met my then future boss and thought, 'If I do get hired, I bet she'd be really great to work for'. And I hoped the awful 'Tell us a time when you had a disagreement with a co-worker, and what steps you used to resolve the issue' question wouldn't come up. But it did, and I'm sure I came up with some kind of incoherent jibber jabber.

But the interview is something we all must go through. What's great is if we are hired, we get to bring a fresh perspective into our new workplace. Though with any kind of work that's been done for a while, we get preoccupied with other aspects of our profession, we sometimes forget what we are first and foremost meant to do.

Whether you are six months in, have received your 25 years of service pin, or are somewhere in between, I challenge you all to go back to that fresh faced worker you once were, looking to change the world and help as many people as possible, and get reacquainted with your younger self. Remember that you wanted to make a difference in the lives of the people you support, and try to see the work you do from the perspective of that new hire you once were. I guarantee you'll learn something new, or relearn something you may have forgotten.

~Jonah.

CORE COMPETENCY WORD SCRAMBLE

Each of the following words appear in this newsletter and relate to Threshold Core Competencies. The Coloured letter in various words will solve the final puzzle at the bottom. Good Luck!!

****Correct, complete entries will be entered into draw for a prize!!****

LAIB**S**NEE

ELVSUA

HTESIC

E**R**ISVEC

IBYLLFXI**T**EI

OFLNSRETCLO-

ADNTASDSR **H**GHI

GGGJNUI**L**

IMNC**E**ECTSOEP

INMMMUI

MSEITNO**O**

GMU**D**TJNE

UNSCRAMBLE the hidden word using the **coloured** letters above:

- - - - -

*If you appreciate really cool things in life, then submit your completed activity to Debb Young at Admin, by May 20th, 2014. All correct activities will be entered into a draw for a prize beyond description for words.

YOUR APRIL ACTIVITY WINNER



*Not actual file photo.

Well deserved fist bumps to Jean McMahon, of Metcalfe, for being April's activity winner. Congratulations Jean, and thank you for all your hard work.

Honourable mentions to everyone that completed an activity. Keep working at it, and you will be rewarded for your dedication to your learning.

YOUR CORE COMPETENCY TEAM

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Laura Hanley

A big thank you goes to Laura for being May newsletter's informational fountain.



***If Anything Can Go Well,
It Will.***

Jonah Lunod

His favourite kind of cake is birthday cake. Through out the month of May, he will try his best to eat as much of it as possible.