

CORE COMPETENCY NEWSLETTER

INITIATIVE

February 2013



Initiative is about taking action, proactively doing things and not simply thinking about future actions. Initiative involves addressing current opportunities or problems, taking action under pressure, thinking and

planning ahead, implementing short term goals and implementing longer term comprehensive plans. People with initiative are “action-oriented”, they act in the present to create value in the future.

Tips for developing your initiative... By Sandy Morrow

Keep an open mind.

Take action under pressure.

Look for opportunities and think ahead.

Anticipate and leave nothing to chance.

Recognize when things should be done.

Be a “do-er”

The way to get started is to stop talking and begin doing - Walt Disney

Remember, February is full of great events, such as Black history month, flag day and of course Valentine’s day! So go on and take the initiative, spread a little love and learn something new.

Christa

YOUR CORE COMPETENCY TEAM

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INITIATIVE

Initiative is about taking action, proactively doing things and not simply thinking about future actions. The time frame of this scale moves from addressing current opportunities or problems (being reactive) to acting on future opportunities or problems (being proactive). People with this competency are action-oriented – they act in the present to create value in the future.

<i>This Means...</i>	<i>This Doesn't Mean...</i>
<ul style="list-style-type: none"> ▪ being resilient and dealing productively with obstacles 	<ul style="list-style-type: none"> ▪ letting the situation take control of your actions
<ul style="list-style-type: none"> ▪ anticipating and preparing for a specific opportunity or problem that is not obvious to others 	<ul style="list-style-type: none"> ▪ adopting a “wait and see” attitude or assuming someone else will point out the opportunity or problem
<ul style="list-style-type: none"> ▪ resolving potential service crises before they happen 	<ul style="list-style-type: none"> ▪ waiting until people who receive support call you
<ul style="list-style-type: none"> ▪ determining in advance when you need to contact a person who receives support to obtain needed information before a problem arises 	<ul style="list-style-type: none"> ▪ waiting until a person who receives support has lost their service before they contact you for service
<ul style="list-style-type: none"> ▪ questioning the way things are done and taking action that will lead to improved performance 	<ul style="list-style-type: none"> ▪ accepting the status quo and believing that improvement is an evolutionary process that will occur naturally
<ul style="list-style-type: none"> ▪ recognizing things that should be done of which your manager/colleagues may be unaware and bringing it to their attention 	<ul style="list-style-type: none"> ▪ doing your job as specified by your manager/team regardless of problems you can foresee
<ul style="list-style-type: none"> ▪ staying current with developments in your own and related fields to identify trends or emerging issues which apply to agency practices 	<ul style="list-style-type: none"> ▪ focusing on work from one target to the next, without looking to see what else may be “coming down the pipe”
<ul style="list-style-type: none"> ▪ utilizing resources to meet current and future agency/ organization/business goals, with a view and tie-in to the tactical and strategic aspects of the department. 	<ul style="list-style-type: none"> ▪ using resources to achieve present goals without thinking of future implications

Remember... showing initiative in the way we work will enhance the lives of the people we support!

February 2013 Core Competencies Activity

Circle all of the statements that demonstrate INITIATIVE. Return your completed sheet to Christa at Walnut Upper (christapecore@gmail.com) or Sherry at Fergus SIL (smoore@clgw.ca) All correct sheets will be entered in to draw for a prize.

Name & Work Location

Recognizing things that should be done of which your manager/colleagues may be unaware of and bringing it to their attention

Accepting the status quo and believing that improvement is an evolutionary process that will occur naturally

Resolving potential service crises before they happen

Doing your job as specified by your manager/ Team regardless of problems you can foresee

Waiting until people who receive support call you

Staying current with developments in Your own and related fields to identify trends or Emerging issues which apply to agency practices.

Focusing on work from one target to the next with looking to see what else may be "coming down the pipe"



Anticipating and preparing for a specific opportunity or problem that is not obvious to others

Being resilient & dealing productively with obstacles

adopting a wait & see attitude or assuming someone else will point out the opportunity or problem

Questioning the way things are done and taking action that will lead to improved performance

Letting the situation take control of your actions

Determining in advance that you need to contact a person supported to obtain information before a problem arises.

PLEASE SUBMIT BY March 6, 2013

This months newsletter was brought to you by...



Contributors

SANDY MORROW

Is our operation manager, she is the lady responsible for making sure that our workplace is safe and everything runs smoothly. Sandy also contributed the focus picture and activity for this newsletter.

CHRISTA PECORE

Continues to work hard at putting it all together.

SHERRY MOORE

Always a ray of sunshine! And helpful with the layouts.

