HALIFAX PUBLIC LIBRARIES

COMPETENCY FRAMEWORK

The foundation of our competencies is the Library's **Core Values**

Compassion

Diversity and Inclusion

Empowerment

Curiosity and Initiative

Continuous improvement and forward thinking

Living these core values ensures we are all at our best.

Competencies describe the observable behaviours, skills and knowledge needed to perform a job successfully.

CORE COMOS TATALES STATEMENT OF These are the essential competencies shared by everyone in the organization regardless of the jobs they hold.

Serving with Care Learning and Growth Mindset

> **COMPETENCY MODEL**

LEADERSHIP COMPETENCIES Shared by leaders in the organizations, these competencies contribute to the organizational vision and engagement and development of our employees.

Strategic Thinking Resource Management Leading and Developing Others Accountability

These are the specific knowledge and technical skills needed to perform a job well. They will be developed for each job or group of jobs.



