

# YOUNG SOMERSET COMPETENCY FRAMEWORK

## Competency 1. Leading and Deciding

### 1.1 Deciding and initiating action

**Components:** Making decisions, Taking responsibility, Acting with confidence, Acting on own initiative

### 1.2 Leading and Supervising Staff

**Components:** Providing direction and coordinating action, Supervising and monitoring behaviour, Coaching, Delegating, Empowering staff, Motivating others, Developing staff, Identifying and recruiting talent

## Competency 2. Supporting and Co-operating

### 2.1 Working with people Components:

Understanding others, Adapting to the team, Building team spirit, Recognising and rewarding contributions, Listening, Consulting others, Communicating proactively, Showing tolerance and consideration, Showing empathy, Supporting others, Caring for others, Developing and communicating self-knowledge and insight, Establishing and maintaining personal and professional boundaries

### 2.2 Adhering to principles and values

**Components:** Upholding ethics and values, Acting with integrity, Utilising diversity, Showing social and environmental responsibility, Safeguarding

## Competency 3. Interacting and Presenting

### 3.1 Relating and Networking Components:

Building rapport, Networking, relating across levels, Managing conflict, Being approachable, Demonstrating spatial awareness

### 3.2 Persuading and Influencing

**Components:** Making an impact, Shaping conversations, Appealing to emotions, promoting ideas, Negotiating, Gaining agreement, Dealing with political issues

### 3.3 Presenting and communicating

**information Components:** Speaking coherently, Explaining concepts and opinions, Articulating key points of an argument, Presenting and public speaking, Projecting credibility, Responding to an audience

## Competency 4. Analysing and Interpreting

### 4.1 Writing and Reporting Components:

Writing correctly, Writing clearly and fluently, Writing in an expressive and engaging style, Targeting communication

### 4.2 Applying expertise and technology

**Components:** Applying technical expertise, Building technical expertise, Sharing expertise, Using technology resources, Demonstrating physical and manual skills, Demonstrating cross-service awareness

**4.3 Analysing Components:** Analysing and evaluating information, Testing assumptions and investigating, Producing solutions, Making judgements, Demonstrating systems thinking

## Competency 5. Creating and Conceptualising

### 5.1 Learning and Researching

**Components:** Learning quickly, Gathering information, Thinking quickly, Encouraging and supporting organisational learning, Managing knowledge

### 5.2 Creating and Innovating Components:

Innovating, Seeking and introducing improvement

### 5.3 Formulating strategies and concepts

**Components:** Thinking broadly, Approaching work strategically, Setting and developing strategy, Visioning

## Competency 6. Organising and Executing

### 6.1 Planning and Organising Components:

Setting objectives, Planning, Managing time, Managing resources, Monitoring progress

### 6.2 Developing results and meeting customer expectations

**Components:** Focusing on customer needs and satisfaction, Setting high standards for quality, Monitoring and maintaining quality, working systematically, Maintaining quality processes, Maintaining productivity levels

### 6.3 Following instructions and procedures

**Components:** Following directions, Following procedures, Time keeping and attending, Demonstrating commitment, Showing awareness of safety issues, Complying with legal obligations

## Competency 7. Adapting and Coping

### 7.1 Adapting and responding to change

**Components:** Adapting, Accepting new ideas, Adapting interpersonal style, Showing cross-cultural awareness, Dealing with ambiguity

### 7.2 Coping with pressures and setbacks

**Components:** Coping with pressure, Showing emotional self-control, Balancing work and personal life, Maintaining a positive outlook, Handling criticism; all within context of personal and professional boundaries

## Competency 8. Enterprising and Performing

### 8.1 Achieving personal work goals and objectives

**Components:** Achieving objectives, Working energetically and enthusiastically, Pursuing self-development, Demonstrating ambition

### 8.2 Entrepreneurial and commercial thinking

**Components:** Monitoring markets and competitors, Identifying business opportunities, Demonstrating financial awareness, Controlling costs, Keeping aware of organisational issues

Each of the above competencies will be classified as either essential, desirable or less relevant on the role description.