



Public Service Leadership Competencies *for the Civil Service*

<ul style="list-style-type: none"> • Champions personal growth and professional development • Encourages expression of diverse perspectives, fosters collegiality • Exemplifies ethical practices, professionalism, political acumen, and personal integrity • <i>Insights Dimensions: Leading from Within; Facilitating Development; Agile Thinking</i> 	Influence and Self Awareness
<ul style="list-style-type: none"> • Engages collaboratively with others, builds teams, shares recognition • Initiates change practices to improve organizational effectiveness • Negotiates conflict with openness and flexibility/ communicates effectively • <i>Insights Dimensions: Relationship Leadership: Facilitating Development; Fostering Teamwork; Communicating with Impact</i> 	Builds Relationships
<ul style="list-style-type: none"> • Models public service values of respect, accountability, integrity and excellence to build a positive workplace culture • Charts a vision, developing and recognizing value in teams • Manages performance, providing constructive and respectful feedback • <i>Insights Dimensions: Visionary Leadership: Leading Change, Creating a Compelling Vision, Communicating with Impact</i> 	Leads Others
<ul style="list-style-type: none"> • Promotes vision linked to organizational goals with a strong results orientation • Holds self and others accountable • Considers context, risks and business intelligence to support quality and timely decision making • Models continuous improvement (evaluation and planning) • Mobilizes and manages system and resource management effectively • <i>Insights Dimensions: Results Leadership: Agile Thinking; Delivering Results; Leading Change</i> 	Focus on Results

