



Core Competencies for all Anythinkers

Core competencies are knowledge, skills, and abilities (KSA) that are required by individuals in an organization to become successful. Core competencies are important because they are the foundation of an organization's culture and drive the behaviors that define its success. Additionally, core competencies have numerous benefits that are vital to organizational and employee health:

- Creates and communicates clear expectations of employees
- Improves the accuracy of job descriptions
- Training opportunities are more closely aligned with company and employee needs
- Creates a learning organization
- Improves customer service
- Guides effective hiring practices and succession planning
- Serves as the foundation for the Pride in Excellence evaluation (PIE)
- Creates organizational unity through shared vision and values

After researching different types of core competencies and reviewing other organizations, Rangeview Library District has developed a list of 13 core competencies that Anythinkers must demonstrate:

- I am customer focused.
- I am cooperative and a collaborator.
- I am understanding and compassionate.
- I am a self-starter and have a strong work ethic.
- I am flexible and embrace change.
- I am an effective communicator.
- I am a problem solver.
- I am responsible and honest.
- I am emotionally mature.
- I am a continuous learner.
- I am an innovator.
- I am a leader.
- I am an Anythinker.

Along with the 13 core competencies that every employee must exhibit, each job description has additional competencies that are specific to that job.

Additionally, RLD has developed technological core competencies I and II. These core competencies focus on the KSAs of today's consumer technology that we support. Each job description requires a certain level of technological competencies and is acknowledged through a requirement of level I or II.