

# FOUNDATIONAL COMPETENCIES

## COUNTY VALUES

### EQUITY

#### Community Awareness

- Recognizes the historical context of racism in our community. Utilizes current data to understand the realities of persons of color and other underserved communities in Sonoma County as they relate to one's role in the public sector.

#### Personal Awareness

- Articulates the County's commitment to Racial Equity as it relates to one's position at the County.
- Demonstrates willingness to examine one's own personal biases, assumptions, and attitudes related to racial equity in order to mitigate inequities and correct resultant actions that negatively impact interaction with colleagues and customers.
- Engages in personal and professional development on issues related to racial equity.

### EXCELLENCE

#### Public/Customer Service

Ability to efficiently, effectively, and positively meet the needs of the County's internal and external customers.

#### Ethics

Practices ethical behavior through responsible listening, collegiality, conflict mitigation, and respect toward others. Upholds confidentiality and privacy where required.

### INNOVATION

#### Adaptability

Ability to adjust to changing situations in the workplace.

#### Problem Solving

Ability to assess situations and troubleshoot to identify effective solutions.

#### Organizational Skills

Ability to categorize duties and prioritize work demands.

### COLLABORATION

#### Teamwork

Ability to work collaboratively to achieve organizational goals and objectives.

#### Communication

Ability, both verbal and written, to provide concise, timely, and accurate internal and external information.

### ACCOUNTABILITY

#### Organizational Loyalty

Knowledge of and ability to support the County's mission, vision, culture, structure, policies, and procedures.

#### Safety & Emergency Preparedness

Awareness of County policies and procedures relevant to safety and emergency preparedness, including natural disasters and security situations.

#### Emotional Intelligence

The ability to understand others, be self-aware, and express oneself to make good decisions.