

Universal Annual Performance Management Process

Competencies

Citizen Focus	We strive to deliver the best service, with the right balance between technology and citizen facing time. With simplification at the core; we listen, design, create and deliver with citizens at the center of our work.
Work as One	We understand that diverse teams working together across, divisions and departments can bring all of the resources of our state to serve our citizens best. Being inclusive and sharing information provides a better outcome and is crucial to innovation.
Make a Difference	We are focused on the impact of each activity, program and interaction using data and analytics to identify priorities and measure outcomes. Continually striving for improvement and impact, effort alone does not equal success
Leadership Everywhere	We lead by example, promote team spirit and hold ourselves and others accountable. We have gratitude, empower each other and view failures as learning opportunities. We are humble, transparent, focused, and trustworthy.
Growth Mindset	We are curious. We learn from each other, finding the genius in what's been done, eager to improve upon it. We feel supported and have courage to take risks with accountability, learning and applying the learning as we move ahead.
People Managers only	<p>Attract and Develop Talent: Assess talent needs for today and for the future; attract and develop diverse team members with the right skills and capabilities.</p> <p>Deliver Results through Teams: Work through others and across teams, aligning people and resources, establishing high standards of performance and creating a climate of mutual accountability that delivers expected results.</p> <p>Role Model: Is a role model for the behaviors and standards expected by creating a culture where talent can excel and diversity of backgrounds and experiences is present and valued.</p>