Competencies are the skills, knowledge and attributes gained through every work, educational, volunteer and life experience.

Uvic students in the Public Administration program develop the following program-specific competencies. We worked with the School of Public Administration to develop this document.

**STRATEGIC AWARENESS**

Advances an agenda in complex settings by:

- Understanding relevant institutions, processes, dynamics and operational realities
- Establishing where authority, power and influence are located
- Using interpersonal skills, analytical skills and flexibility to motivate key players to achieve goals and change organizational arrangements when required

**ANALYSIS**

Approaches a situation or issue by:

- Defining the issue
- Determining its accuracy and significance
- Collecting relevant information and assessing its importance
- Developing alternatives for solutions to the problem or issue and assessing their consequences
- Making and communicating comparisons of alternative solutions
- Selecting, justifying and communicating a solution

**ENGAGEMENT AND COMMUNICATION**

Connects effectively with individuals and groups by:

- Making clear and convincing oral and written presentations that achieve their purposes
- Using and having the ability to learn presentation software, graphics and other aids to clarify complex or technical information
- Tailoring writing and communication tools to effectively reach the intended audiences
- Demonstrating a willingness and ability to share ideas and perspectives and encouraging others to do the same
- Using social media and other channels to enhance the quality and appropriateness of communication

**PROFESSIONALISM**

Acts with integrity, courage and care towards individuals, groups and communities by:

- Being knowledgeable about relevant prevailing ethical standards
- Having the capacity to ethically assess policy, program and organizational decisions and situations
- Balancing the interests of individuals, groups, institutions and communities
+ Having consistent regard for the highest standard of behaviour and the relevant codes of conduct that apply to academic and workplace activity
+ Taking personal responsibility for continuous self-learning and growth

LEADERSHIP

Able to collaborate and work effectively in different organizational and interpersonal settings by:

+ Identifying a clear, motivating, challenging vision and direction
+ Recognizing differences of opinion, bringing them into the open for discussion and negotiating acceptable solutions
+ Identifying common interests, clarifying differences and achieving consensus or compromise
+ Being fair, tactful, compassionate, respectful and consistent with principles of inclusion and diversity