

# UVIC COMPETENCY RESOURCE GUIDE

## SEE THE BIG PICTURE

I see the part I play in our research-intensive, student-focused learning organization. I make connections through my daily work to the vision, values and strategic priorities of the university in order to make a difference for students, employees, alumni, the community and the world around us.

## WHY IS THIS IMPORTANT?

Being able to connect what we do every day to UVic's goals and objectives helps align our actions and behaviours with the success of the organization. When we have a common vision of what success looks like, each of us can contribute in our own way to UVic's impact on people, places and the planet.

## HOW COULD THIS BE DEMONSTRATED?

- Connecting individual successes to the success of the organization
- Maintaining line of sight from unit/department/divisional goals to the strategic objectives of the university
- Connecting with the values of the university and identifying where personal and university values intersect to create a sense of purpose
- Helping others to develop a sense of shared vision and purpose
- Adapting and aligning your goals or actions to respond to changes in university priorities

## SAMPLE COACHING, REFLECTION OR INTERVIEW QUESTIONS

- How could you get to know more about UVic's goals and objectives?
- How do you see your role contributing to the big picture?
- What do you value? What beliefs do you live by? How do these connect to UVic's values? Where do you see similarities and where might they diverge?
- What inspires you about UVic and connects you to our community?
- What gives you a sense of purpose in your work?
- What possibilities do you see for UVic in the future and how would you like to contribute to those?
- What can you do to make a difference at UVic? What's stopping you? Who can help?

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## SEE THE BIG PICTURE (*Continued*)

### SUGGESTED SKILLS TO DEVELOP

- Self-awareness
- Curiosity
- Networking
- Goal setting
- Critical thinking
- Information gathering

### LEARNING OPPORTUNITIES

- Attend a course or workshop open to employees (e.g. those listed on HR's learning and development web page), access an online learning library or engage in self-directed learning
- Review a selection of the current university plans (e.g. Strategic Research Plan, International Plan, Indigenous Plan, Equity Plan) and identify connections to your role and your work
- Engage in the Campus and/or President's updates by attending, watching the recorded video or asking someone who attended to share their perspective
- Attend or volunteer with a UVic event or program (e.g. Connect U, IdeaFest, International Education Week, Vikes game, musical or theatre performance, campus tour, etc.)
- Review your unit/department mission, vision or values statement and make connections to the university mission, vision and values from the Strategic Plan
- Connect with other departments to learn how they support UVic's success
- Remain current on university initiatives and accomplishments through UVic news sources such as the Ring, Campus Checklist, UVic in the News and the Current Faculty and Staff homepage.
- Discuss current UVic initiatives and accomplishments with your team

Refer to the [Competency Resource Guide](#) Index for links to these and other UVic documents, activities, and opportunities