



CITY OF EUGENE COMPETENCIES

March 30, 2018

Trust & Confidence

"Trust is the glue of life. It's the most essential ingredient in effective communication. It's the foundational principle that holds all relationships." – Stephen R. Covey



Developing and cultivating trust and confidence means that we as a team, and you as an individual, strive to do the right things for the right reasons, putting team and community first. Building trust and confidence both internally and externally requires that intent and action be transparent and honest. We earn trust and confidence by fostering healthy, inclusive relationships, actively listening and maintaining open communications, delivering on our promises, investing in other's success, and engaging each other and the community in unexpected ways.

Creative Work Environment

"You can't use up creativity. The more you use, the more you have." Maya Angelou



Developing and cultivating a creative work environment means that we as a team, and you as an individual, are exploring meaningful new ideas and relationships that foster innovation and encourage collaboration and creativity. By challenging the standard method of doing business and questioning assumptions, we will be energized, have fun and explore ideas in a positive environment. Creativity will thrive and exciting new possibilities will become reality when we are being curious and breaking down silos through teamwork.

Respectful & Inclusive Work Environment

"We ought to think that we are one of the leaves of a tree, and the tree is all humanity. We cannot live without the others, without the tree." – Pablo Casals



Developing and cultivating a respectful and inclusive work environment means that we as a team, and you as an individual, take the time to appreciate, understand and learn from the diversity of our teammates. Respect is promoted by valuing the feelings and perspectives of others with whom we work. Inclusion is promoted by seeking out a wide range of voices, and ensuring that everyone feels seen, heard and validated. By making each other feel respected, and including each other in conversations, projects and teams, we are all better able to contribute to a collaborative, creative and engaged work environment.

Self-Awareness & Emotional Intelligence

"In a high-IQ job pool, soft skills like discipline, drive, and empathy mark those who emerge as outstanding." - Daniel Goleman



Developing and cultivating self-awareness and emotional intelligence means that you learn to recognize and understand your own emotions and the emotions of others and that you use this recognition and understanding to manage your behavior and relationships. Being honest with ourselves and recognizing our individual strengths and weaknesses makes us more self-aware and allows us to work on our areas of weakness so that we can perform better individually and as a team. People with higher levels of self-awareness and emotional intelligence are open and accepting to other people's perspectives and needs, practice humility by giving others a chance to shine, have the courage to look at themselves honestly, keep their emotions under control when things go wrong, and take responsibility for their actions.

Wellbeing

"There is no one giant step that does it. It's a lot of little steps." – Unknown



Developing and cultivating wellbeing means that we take care of ourselves and each other. We as a team, and you as an individual, understand that being physically healthy is important and that wellbeing goes beyond physical health to include our satisfaction and happiness with our careers, our financial and social lives and the wellbeing of the community. Our lives and wellbeing will be made better when we continue to invest in improving the community's wellbeing and we take steps to improve our whole self.

Now & Later

"The work of today is the history of tomorrow, and we are its makers." Juliette Gordon Low



Developing and cultivating a now and later perspective means that we as a team, and you as an individual, are acting today in anticipation of tomorrow. Working on our now and later skills means we are looking beyond our day-to-day challenges of the work to better anticipate the future (next week or five years from now) and adjust to change. This can include developing a better understanding of the "why" of your work, venturing to the "balcony" occasionally to observe the trends and patterns in your work and the work of your teams, and understanding how your work fits into the larger context of the organization and opportunities that may arise from collaboration.