

### **Student Focus**

Demonstrates a high level of focus on student learning and development, setting priorities based on student needs and continuously seeking ways to meet and exceed student learning goals.

### **Empathetic Listening and Responding**

Listens and responds to the opinions and perspectives of others with genuine concern, understanding and tolerance.

### **Relationship Building / Partnerships**

Demonstrates an understanding and open attitude toward others, nurturing and valuing positive relationships with others in the work unit and across the organization.

### **Communication**

Demonstrates an ability to communicate effectively in a wide variety of situations including: face-to-face, over the phone and in writing.

### **Attention to Detail**

Approaches work in a disciplined and orderly fashion that clearly demonstrates the ability to complete tasks in a detailed, accurate and timely manner.

### **Conceptual Thinking**

Demonstrates an ability to identify patterns or connections that may not be obvious and determine key or underlying issues in order to offer explanations, identify solutions and resolve problems.

### **Knowledge and Expertise**

Demonstrates the skills, knowledge and professional proficiencies required by the position and uses expertise to serve the objectives of both the department and organization as a whole.

### **Teamwork and Collaboration**

Demonstrates the ability to effectively collaborate on projects and achieve optimal results by working both as a member of a team and with individuals throughout the organization.

### **Flexibility and Adaptability**

Demonstrates an ability to adapt and thrive in an atmosphere of changing priorities and circumstances.