

Competencies

Competencies are the behaviors, knowledge, skills, and abilities that contribute to successful job performance. Competencies are also observable and measurable, relate to the mission and values of Getty, focus on the person, and apply to all jobs at Getty. All employees will be evaluated on the following competencies:

<p>Accountability Takes responsibility for all work activities and personal actions; follows through on commitments; implements decisions; maintains confidentiality with sensitive information; acknowledges and learns from mistakes without blaming others; recognizes the impact of ones behavior on others.</p>
<p>Communication Develops good connections with other (internally and externally) to advance the institutions goals; actively listens; uses good judgment in clearly and effectively sharing information; demonstrates effective oral and written communication skills.</p>
<p>Collaboration/Teamwork Cooperates with others to accomplish common goals; works with employees across the organization to achieve shared goals; treats others with dignity and respect and maintains a friendly demeanor; values the contributions of others.</p>
<p>Problem Solving / Innovation Analyzes facts and data using sound judgment to arrive at effective decisions. Explores and suggests new approaches and methods to better achieve departmental goals and responsibilities.</p>
<p>Adaptability / Flexibility Adjusts performance to accommodate changes in direction and processes; responds to changing circumstances by being innovative and altering behavior to better fit different situations; consistently exhibits optimism and energy; learns new skills; successfully works with new colleagues; willing to be flexible; remains calm in stressful situations.</p>
<p>Diversity, Equity, Accessibility, and Inclusion Models, fosters, and promotes Getty’s principles of Diversity, Equity, Accessibility, and Inclusion. Values diverse people, experiences, and ideas; cultivates a welcoming environment of inclusion and respect that empowers staff to contribute ideas and achieve goals. Understands one’s impact on others; treats all members of the Getty community with dignity and respect.</p>
<p>Leadership Takes initiative; develops trust and credibility; motivates others; demonstrates honest and ethical behavior; models behaviors expected of others and inspires others.</p>