Covenant Life Church

Core Competencies

Competency	Competency Definition
Action Orientation	Targets and achieves results, overcomes obstacles, accepts responsibility, establishes standards and responsibilities, creates a results-oriented environment, and follows through on actions. Marked by a “do what it takes” attitude.
Communication	Communicates well both verbally and in writing. Effectively conveys and shares information and ideas with others. Listens carefully and understands various viewpoints. Presents ideas clearly and concisely and understands relevant detail in presented information.
Creativity/Innovation	Generates novel ideas and develops or improves existing and new systems that challenge the status quo, takes risks, and encourages innovation.
Mission/Goal Orientation	Possesses the ability to define issues and focus on achieving workable solutions consistent with fulfillment of church mission (connect to Christ, one another and service) and consistent with the church’s ministry process (big → medium → small).
Interpersonal Skill	Effectively and productively engages with others and establishes trust, credibility, and confidence with others.
Leadership	Motivates, empowers, inspires, collaborates with, and encourages others. Develops a culture of cultivating people (both staff and volunteers). Builds consensus when appropriate. Focuses team members on common goals.
Teambuilder	Knows when and how to attract, develop, reward, and utilize teams to optimize results. Acts to build trust, inspire enthusiasm, encourage others, and help resolve conflicts and develop consensus in creating high-performance teams.
Technical/Functional Expertise	Demonstrates strong technical/functional proficiencies and knowledge in areas of expertise, as defined by the employee’s job description. Consistently does the right thing by performing with reliability.