# ***University Competency Overview***

**What are competencies?**

Competencies are the knowledge, skills and abilities that employees exhibit while performing daily activities and delivering upon unit and divisional goals. Additionally, competencies are measurable traits which should be specifically defined for each role.

The University of Chicago defines 18 competencies grouped into three categories:

* Value Creation: employee behaviors which align with the University mission
* Talent Investment: employee behaviors which enable successful talent development and a high performing workforce
* Execution Excellence: employee behaviors that enable operational excellence

*Detailed definitions of each competency are available on the University Competency Model.*

**Are competencies more or less important than goal achievement?**

Competencies and goal achievement are equally important in assessing performance. An employee may deliver on all annual goals, but alienate campus partners. Similarly, an employee may be a great partner, but unable to deliver on annual goals. In both scenarios, the employee is not meeting performance expectations. Both competency demonstration and results achievement are equivalent contributions to employee performance.

**What resources are available to support competency development?**

HR-Training & Development has realigned training offerings to focus on competency building and development. The following table showcases the curriculum alignment to each competency.

