

## **Fort Bend ISD Core Competencies**

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### **1. Communicator**

Communicates effectively both orally and in writing; respectfully, actively, and attentively listens to others to gain full understanding of issues; courageously and appropriately engages in fierce conversations; appropriately adapts communication style to the audience using high impact delivery mechanisms and open dialogue.

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### **2. Competent**

Executes responsibilities effectively and with fidelity; possesses the knowledge, skills, mindsets, and thought patterns that result in the execution of effective and successful performance; produces quality results with efficiency and efficacy.

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### **3. Inspire Others**

Empowers and transforms others; nurtures talent and develops capacity; demonstrates servant leadership behaviors that promote connectedness and interpersonal relationships.

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### **4. Honest**

Instills and fosters mutual trust and confidence; creates a culture that cultivates high standards of ethics; behaves in a fair and ethical manner toward others, and demonstrates a sense of responsibility and commitment, while maintaining job related, social, organizational and ethical norms. Demonstrates integrity in all situations.

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### **5. Problem Solver**

Identifies problems, involves others in seeking solutions; conducts appropriate use of data and analyses; searches for best solutions; responds quickly and thoughtfully to new challenges.

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### **6. Collaborator**

Works effectively with others to achieve group goals and objectives that are aligned with the mission and vision of Fort Bend ISD; takes actions that respect the needs and contributions of others and yields one's own objectives to the goals of the team. Facilitates and contributes to teamwork.

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### **7. Innovator**

Develops new insights into situations; challenges conventional approaches; encourages others to generate new ideas and innovations; designs and implements visionary, scalable systems. Transformational leader who sustains positive change.