**UW-Green Bay Organizational Competencies**

**Adaptability and Change**: Constructively work through ambiguity and unexpected challenges. Approach change and new situations as positive opportunities for learning or growth.

**Collaboration and Teamwork**: Foster teamwork, cooperation, and positive work relationships. Reinforce and give credit to team members for their contributions. Promote collaboration between related units while providing services to both internal and external constituents.

**Communication**: Communicate effectively through various communication mediums (oral, written, etc.). Listen with an intent to understand, and seek and provide feedback.

**Creativity and Innovation**: Draw from a variety of resources to come up with new ideas and approaches. Use opportunities to expand knowledge/skills and share information with others.

**Critical Thinking and Problem Solving**: Analyze information and develop solutions to problems within the work environment. Demonstrate the ability to delegate and prioritize work.

**Integrity and Trust**: Demonstrate integrity, honesty, and reliability when performing work duties and interacting with others. Exhibit excellent judgment including sensitivity to personal and confidential information.

**Responsibility**: Demonstrate personal commitment to quality service, responsible stewardship of the institution’s resources, and institutional excellence. Adheres to timelines and carries through on expected job duties.

**Valuing Inclusion and Belonging**: Work effectively and respectfully with individuals across diverse backgrounds, styles, abilities, and motivations. Demonstrate and promote respect and the practice of civility in the workplace. Appreciate and promote inclusivity and equity as crucial components in the pursuit of organizational excellence.