

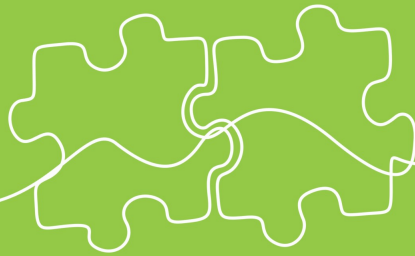
SELF LEADERSHIP

- Self-Awareness & Resilience
- Ethics & Integrity
- Self-Motivation
- Accountability & Ownership



COLLABORATION

- Effective Communication
- Trust-Building
- Conflict Management
- Teamwork & Partnership



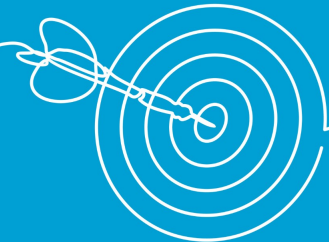
LEADING CHANGE

- Inspiring Others
- Adaptability
- Strategic Planning & Execution
- Innovation & Continuous Improvement



OPERATIONAL EXCELLENCE

- Employee Development
- Effective Decision Making
- Financial & Resource Management
- Quality & Service Excellence



CORE FOUR

These Leadership Core Competencies outline the essential skills, behaviors, and attributes that supervisors, managers, and leaders need to succeed in Stanislaus County.

STANISLAUS COUNTY CORE FOUR LEADERSHIP COMPETENCIES

Self-Leadership

Manages and motivates oneself with awareness, integrity, and intentionality. Reflects on values, manages personal behavior, and takes ownership of impact.

- **Self-Awareness & Resilience** – Understands one's values, strengths, limitations, and emotional patterns. Manages thoughts and behaviors under pressure, adapts to changing circumstances, and bounces back from setbacks with purpose and focus.
- **Ethics & Integrity** – Consistently models and upholds personal and organizational values and standards.
- **Self-Motivation** – Motivated by a commitment to serve and contribute. Proactively leads with courage and purpose. Embraces challenges as opportunities to lead, learn, and grow.
- **Accountability & Ownership** – Takes responsibility for decisions, actions, and outcomes. Proactively identifies and addresses challenges and opportunities. Holds self and others to high standards.

We believe
**EACH PERSON
MATTERS**



We are **GOOD
PARTNERS**

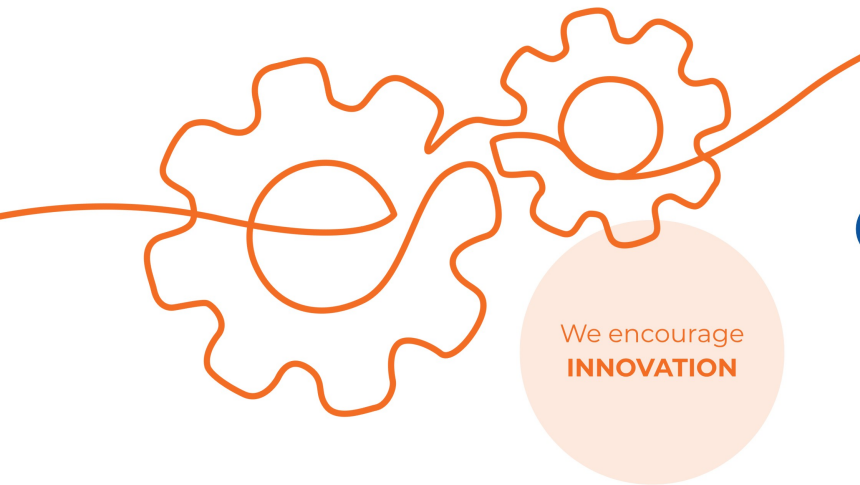
We work every
day to earn
people's **TRUST**

Collaboration

Builds strong, respectful relationships to foster connection, teamwork, and shared success. Promotes an inclusive environment where team members and key partners feel heard, valued, and empowered to contribute.

- **Effective Communication** – Ensures the appropriate information flows to the right individuals and teams at the right time by clearly delivering and receiving messages in various methods. Encourages feedback, listens actively to understand, and creates alignment around shared goals.
- **Trust-building** – Earns and maintains the confidence of others through honesty, reliability, consistency, and respect. Creates and encourages environments where people feel open to share ideas and take risks.
- **Conflict Management** – Recognizes, navigates, and resolves sensitive conversations, disagreements and difference constructively. Supports courageous conversations, seeks common ground, and minimizes tension to maintain productivity and morale.
- **Teamwork & Partnership** – Collaborates across teams and with internal and external partners to achieve shared results. Actively includes and values diverse input and strengthens long-term partnerships.

STANISLAUS COUNTY CORE FOUR LEADERSHIP COMPETENCIES



Leading Change

Guides oneself, others, and teams through uncertainty, innovation, and transformation. Articulates and inspires a shared vision, maintains awareness of political and systematic dynamics, and stays agile to deliver continuous value.

- **Inspiring Others** – Enthusiastically articulates a compelling vision. Encourages and influences others in a commitment to shared purpose. Enables a culture of recognition and appreciation for contributions and successes.
- **Adaptability** – Leads others through change with clarity, empathy, and purpose. Anticipates organizational barriers, helps people adjust, and maintains calm, confident focus on long-term vision during times of transition.
- **Strategic Planning & Execution** – Regularly assess future needs, goals, and direction to align operations with long-term priorities and the larger evolving context. Communicates strategic direction to key partners and supports successful implementation.
- **Innovation & Continuous Improvement** – Encourages new ideas, explores creative solutions, and adapts practices to improve outcomes. Fosters a culture of learning, experimentation, and continuous growth.

Operational Excellence

Delivers measurable results aligned with long-term goals. Leads through effective resource management, sound decision-making, and a focus on service quality. Drives accountability and continuous improvement using data, technology and staff development to meet evolving community needs.

- **Employee Development** – Consistently develops, supports and holds employees accountable by setting expectations and giving feedback to increase performance.
- **Effective Decision Making** – Understands how processes, trends and relationships influence outcomes across the organization and community. Makes timely, data-driven decisions, despite limited information, with open and long-range perspectives. Uses appropriate diligence for associated risk.
- **Financial & Resource Management** – Allocates and manages human, technological and financial resources wisely to support priorities. Leverages creative solutions and digital tools to improve efficiency and service delivery.
- **Quality & Service Excellence** – Drives a culture of quality service and continuous improvement. Uses data and systems to track, evaluate, and improve performance. Delivers results for the community.

