

Essential Competencies

1. ANALYTICAL THINKING

The ability to demonstrate logical cause and effect thinking; systematically identify patterns or connections between situations, persons or events; identify key elements in complex situations.

2. SELF-CONFIDENCE

- Self-Assurance
- Accurate Self-Assessment

A belief in one's own abilities, opinions and judgments; understanding of one's own strengths and limitations; and the ability to handle failures constructively.

3. COMMUNICATION

- Understanding
- Listening & Expressing
- Written Communication

The ability to communicate in a manner that demonstrates understanding and responsiveness to others' concerns, motivation, feelings and behaviours; to demonstrate verbal and written communication skills needed to express self and present information clearly and accurately.

4. FLEXIBILITY

The ability to adapt to a variety of situations, individuals, groups and changing circumstances and sensitivity to different and opposing perspectives.

5. SELF-CONTROL

The ability to keep one's emotions under control when provoked, faced with opposition or hostility, or working under stressful conditions; and the ability to take constructive actions to deal with the situation.

6. RELATIONSHIP BUILDING

The ability to develop and maintain a network of contacts, both inside and outside the police service, with individuals/organizations who can provide information, counsel and other support for achieving work-related goals.

7. ACHIEVEMENT ORIENTATION

The ability to focus on attaining successful outcomes of policing by continuously striving to improve performance, committing oneself to accomplishing self-established or organizational goals/standards.

8. PHYSICAL SKILLS/ABILITIES

Required physical skills and abilities including: vision, hearing, speaking, finger dexterity, motor skills, cardiovascular endurance, and physical strength

9. DEALING WITH DIVERSITY

The ability to work effectively with a wide cross-section of the community representing diverse backgrounds and cultures.