

Core Competencies

K-State Research and Extension

Core competencies are the basic knowledge, attitudes, skills, and behaviors that contribute to excellence in Extension education programs. They may be used to enhance the effectiveness of the Extension employee and to increase Extension's professional value, development and training opportunities.

Basic Core Competencies (in alphabetical order)

- **Community and Social Action Processes** – the ability to identify and monitor variables and issues important to community vitality (e.g., demographics, economics, human services, environmental, etc.), and the ability to use and apply these variables to program prioritization, planning, and delivery.
- **Diversity/Pluralism/Multiculturalism**—the awareness, commitment, and ability to include one's own as well as the other's different cultural perceptions, assumptions, norms, beliefs, and values.
- **Educational Programming**—the ability to plan, design, implement, evaluate, account for, and market significant Extension education programs that improve the quality of life for Extension learners
- **Engagement**—the ability to recognize, understand, and facilitate opportunities and to broker the necessary resources that best respond to the needs of individuals and communities.
- **Information and Education Delivery**—the mastery of communication skills (such as written and verbal), application of technology, and delivery methods for supporting educational programs and guiding behavior change among Extension learners.
- **Interpersonal Relations**—the ability to successfully interact with diverse individuals and groups to create partnerships, networks, and dynamic human systems.
- **Knowledge of Organization**—an understanding of the history, philosophy, and contemporary nature of Extension.
- **Leadership**—the ability to influence a wide range of diverse individuals and groups positively.
- **Organizational Management**—the ability to establish structure, organize processes, develop and monitor resources, and lead change to obtain educational outcomes effectively and efficiently.
- **Professionalism**—the demonstration of behaviors that reflect high levels of performance, a strong work ethic, and a commitment to continuing education and to the mission, vision, and goals of Extension.
- **Subject Matter**—the mastery of a scientific discipline, a research body of knowledge, or a technical proficiency that enhances individual and organizational effectiveness.