

Member Competencies

Self-Assessment

Member Competencies



Be Yourself

- **Self-Awareness:** She can identify her personal beliefs, her strengths and weaknesses and engages in thoughtful reflection on who she wants to be.
- **Confidence:** She believes in herself and her ability to make decisions, take actions and achieve positive results.
- **Resiliency:** She perseveres through challenging situations and uses healthy strategies to bounce back from difficult events.



Grow With Others

- **Communication:** She is prepared, thoughtful, engaged and reflective when taking in information and communicating with others.
- **Teamwork:** She can identify attributes of a healthy relationship and contributes individually in creating a positive team dynamic.
- **Mentorship:** She uses her experience to guide and coach other individuals.
- **Diversity and Inclusion:** She celebrates her personal identity and demonstrates respect and appreciation for individuals with identities different than her own.



Lead Your Community

- **Philanthropic Spirit:** She generously donates her time, skills, talent and financial resources to causes important to her and the organization.
- **Community Spirit:** She is an active citizen and uses her involvement to enrich and benefit the communities to which she belongs.



Learn for a Lifetime

- **ΓΦΒ Knowledge:** She knows the history, current initiatives and future goals of the Sorority and uses her knowledge to make decisions that reflect organizational values and priorities.
- **Critical Thinking:** She is analytical, thoughtful, curious and objective in exploring new ideas prior to forming an opinion or decision.
- **Applied Learning:** She makes connections between different ideas and concepts, applies knowledge and skills to solve complex problems.
- **Personal Excellence:** She strives for continued personal growth and challenges herself to reach high levels of achievement in all areas of her life.

Member Competency Self-Assessment

Name:

Position (current or aspirational):

Instructions

For best results and accuracy, honest assessment is required. If you cannot state a specific example that relates to the item, the lowest rating should be applied. Keep in mind that examples can be within or outside of Gamma Phi Beta. Note that the first portion of the evaluation is used to rate your mastery of the listed item. The second portion can be used by a supervisor/mentor if desired.

There are four competency areas and 13 competencies altogether.



Be Yourself

Self-Awareness, Confidence, Resiliency



Lead your Community

Philanthropic Spirit, Community Participation



Grow with Others

Communication, Teamwork, Mentorship, Diversity and Inclusion



Learn for a Lifetime

ΓΦΒ Knowledge, Critical Thinking, Applied Learning, Personal Excellence

Each page includes a rating scale for the individual to complete.

| | | |
|---|----------------------|--|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | I am comfortable with knowledge or ability to apply the skill. |
| 3 | Proficient | I have proficiency and apply this skill regularly. |
| 4 | Advanced | I am an expert and could teach this to others. |

Competency Area: Be Yourself

Competency: Self-Awareness: She can identify her personal beliefs, her strengths and weaknesses and engages in thoughtful reflection on who she wants to be.

| | | |
|----------|----------------------|--|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Demonstrates behavior congruent with personal values. Uses personal interests for self-care. Applies personal strengths and manages personal weaknesses. Engages in discussion with others about personal strengths and weaknesses. Engages in discussion with others about self in context of group. Prioritizes activities based on values and interests. Prioritizes tasks based on strengths and weaknesses. |
| 3 | Proficient | Integrates personal strengths in personnel management. Manages personal weaknesses in personnel management. Applies feedback from others about personal strengths and weakness. Applies feedback from others about self in context of group. Refines personal interests for self-care. Accepts and delegates tasks based on values, interests, strengths and weaknesses. |
| 4 | Advanced | Masters use of personal strengths in strategic management. Places the Sorority's or organization's best interests above personal priorities. |

Assesment for Self-Awareness:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Be Yourself

Competency: Confidence: She believes in herself and her ability to make decisions, take actions and achieve positive results.

| | | |
|---|---------------|---|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Shares knowledge in areas of expertise. Takes action despite fears. Explains decision-making process. Identifies community of support. Demonstrates self-empowerment. |
| 3 | Proficient | Asserts thoughts in decision-making. Uses areas of expertise to accomplish goals. |
| 4 | Advanced | Uses areas of expertise to achieve organizational results. Executes decision-making that balances personal assertions and overall needs of the Sorority. |

Assesment for Confidence:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Be Yourself

Competency: Resiliency: She perseveres through challenging situations and uses healthy strategies to bounce back from challenging situations.

| | | |
|---|---------------|--|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Employs strategies to keep others calm in challenging situations. Employs healthy strategies to bounce back. Applies what she has learned from failures/mistakes to future. Responds to change with professionalism. |
| 3 | Proficient | Manages challenging change and ambiguity. Models and teaches teams to respond to change with professionalism. |
| 4 | Advanced | Views change as a strategic opportunity. Respectfully manages resistance and change in the organization. |

Assesment for Resiliency:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Grow with Others

Competency: Communicaiton: She is prepared, thoughtful, engaged and reflective when taking in information and communicating with others.

| | | |
|---|---------------|---|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Engages in courageous conversations. Employs active listening skills to guide conversation. Formulates constructive feedback for others. Solicits constructive feedback for self. Prepares prior to communicating. Lists principles of strategic communication. |
| 3 | Proficient | Employs active listening skills to guide volunteer team. Practices principles of strategic communication. Applies feedback from others to improve communication. |
| 4 | Advanced | Employs active listening skills to inform strategic and generative conversations. Serves as a spokesperson for the organization. Shares expertise and information across the organization, engaging in vertical and horizontal communication. |

Assesment for Communication:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Grow with Others

Competency: Teamwork: She can identify attributes of healthy relationships and contributes individually in creating a positive team dynamic.

| | | |
|---|---------------|---|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Models healthy relationship behaviors. Demonstrates positive team dynamic behaviors. Manages tasks and activities based on team needs. |
| 3 | Proficient | Selects team members with consideration for team roles. Evaluates team dynamic and team roles. Takes ownership over team tasks and activities based on team needs. |
| 4 | Advanced | Appoints individuals to committees and other designated positions. Gains commitment for proposed organizational changes and new initiatives. Inspires and creates an atmosphere of trust that results in positive working relationships inside and outside of the Sorority or Organization. Considers skills and talents without favoritism or bias when appointing people to roles/committees. |

Assesment for Teamwork:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Grow with Others

Competency: Mentorship: She uses her experience to guide and coach other individuals.

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|---|---------------|--|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Describes lessons learned from personal experiences. Evaluates mentoring relationships. Relates past lessons learned to current situations. Describes the difference between advising, coaching and directing. |
| 3 | Proficient | Employs mentorship techniques (advising, coaching or directing) based on situation. Creates mentoring plan aligned with personal goals. |
| 4 | Advanced | Engages in mentoring relationship focused on board-level service and competencies. Oversees strategy to retain diverse, high-caliber workforce talent. |

Assesment for Mentorship:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Grow with Others

Competency: Diversity and Inclusion: She celebrates her personal identity and demonstrates respect and appreciation for individuals with identities different than her own.

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|----------|----------------------|--|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Shares what she is proud of about her personal identities with others. Actively seeks information about identities different than her own. Initiates in interactions with individuals with identities different than her own. Evaluate the role of personal bias in decision-making. Advocate for inclusive practices. |
| 3 | Proficient | Recognizes how personal identity influences leadership. Describes how different identities are impacted by decision-making. Explains value of diverse perspectives. |
| 4 | Advanced | Creates inclusive policies and practices. Ensures that differences among colleagues, members, staff and strategic partners are sought and included in decision-making. Addresses disrespectful and/or inappropriate behavior that threatens to harm the health or reputation of the international organization. |

Assesment for Diversity and Inclusion:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Lead your Community

Competency: Philanthropic Spirit: She generously donates her time, skills, talent and financial resources to causes important to her and the organization.

| | | |
|----------|----------------------|--|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Analyzes role of philanthropic focus in day-to-day life. Donates time, skills, talent or resources in leadership capacity to causes that are important to her. Describes the work of causes that are important to her. Describes how chapters can support Gamma Phi Beta Foundation. |
| 3 | Proficient | Plans opportunities for philanthropy and service. Implements /instills the philanthropic focus (building strong girls) in day-to-day life. Explains current Foundation initiatives, campaigns, and opportunities. |
| 4 | Advanced | Evaluates relationship with and identifies new opportunities for philanthropic partners. Assists in the creation of a philanthropic focus. Explains the relationship between the Sorority and the Foundation. Understands personal and board role in fund development. |

Assesment for Philanthropic Spirit:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Lead your Community

Competency: Community Participation: She is an active citizen and uses her involvement to enrich and benefit the communities to which she belongs.

| | | |
|---|---------------|---|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Describes the role of active citizenship in communities. Invites others to join her communities. Identifies community interests. Identifies opportunities for inter-community partnership. |
| 3 | Proficient | Advocates for community interests. Develops inter-community partnership(s). Practices active citizenship in communities. |
| 4 | Advanced | Assesses community needs. Develops community values. Understands the difference between governance and management. Develops effective strategies and plans to achieve goals and further the Sorority's or organization's mission and vision. Organizes and leverages the Sorority's or organization's resources, strengths and alliances to achieve the strategic goals and strengthen the entire organization. Establishes a comprehensive, clear vision and compelling goals. |

Assesment for Community Participation:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Learn for a Lifetime

Competency: ΓΦΒ Knowledge: She knows the history, current initiatives and future goals of the Sorority and uses her knowledge to make decisions that reflect organizational values and priorities.

| | | |
|----------|----------------------|---|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Explains International Gamma Phi Beta organization chart. Accesses Gamma Phi Beta strategic plan. Explains the rationale for Gamma Phi Beta policies and procedures. Hires volunteers following Gamma Phi Beta HR processes. Interprets International Gamma Phi Beta resources. |
| 3 | Proficient | Implements Gamma Phi Beta strategic plan. Develops Gamma Phi Beta resources. Evaluates Gamma Phi Beta policies and procedures. |
| 4 | Advanced | Creates strategic plans, policies and position statements. Is organizationally astute about the Sorority's culture and relationships through an understanding of the history, challenges, environment, current status and future outlook. Understands the fundamentals of the organizations including financial management, legal compliance and generative planning. Coordinates and leverages synergies across an organization. |

Assesment for ΓΦΒ Knowledge:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Learn for a Lifetime

Competency: Critical Thinking: She is analytical, thoughtful, curious and objective in exploring new ideas prior to forming an opinion or decision.

| | | |
|---|---------------|--|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Prepares discussion questions. Prepares debrief questions. Organizes thoughts before responding. Provides alternative perspectives. Strategically prioritizes tasks. |
| 3 | Proficient | Explains the rationale for Gamma Phi Beta policies and procedures. Describes how facts, data and other perspectives influenced her opinions/decisions. Describes complexity of issues. Analyzes tasks based on contribution to organizational objectives. |
| 4 | Advanced | Investigates new ideas and best practices. Demonstrates imaginative thinking, recognizing complexity of issues. Considers the impact of decisions on all parts of the organization. Focuses on the future; consistently drives the organization to optimize opportunities and capabilities. Considers external factors, trends and events. Uses financial analysis to evaluate strategic options and make sound business decisions. Remains objective and considers organizational impact when analyzing issues. |

Assesment for ΓΦΒ Knowledge:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Learn for a Lifetime

Competency: Applied Learning: She makes connections between different ideas and concepts; applies knowledge and skills to solve complex problems.

| | | |
|----------|----------------------|---|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Applies concepts learned at REAL Leadership events and outside of Gamma Phi Beta. Describes how Sorority experience complements professional experience. |
| 3 | Proficient | Applies concepts learned elsewhere to support Sorority initiatives. Integrates knowledge and skills to improve Sorority operations. |
| 4 | Advanced | Stays abreast of fraternal and higher education trends. Redirects efforts and makes necessary adjustments to project plans when goals are not met. Synthesizes experience and knowledge to provide strategic direction. Makes tough decisions, evaluating trade-offs. |

Assesment for Applied Learning:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Competency Area: Learn for a Lifetime

Competency: Personal Excellence: She strives for continued personal growth and challenges herself to reach high levels of achievement in all areas of her life.

| | | |
|----------|----------------------|---|
| 0 | None | I am unaware or have very little knowledge of the item. |
| 1 | Emerging | I have heard of it; limited knowledge and/or ability to apply the skill. |
| 2 | Knowledgeable | Revises her plan to achieve academic, career and personal goals. Exceeds expectations as outlined in obligations and commitments. Prioritizes goals, obligations and commitments. |
| 3 | Proficient | Employs identified strengths to advance organizational goals. Maintains a plan to achieve academic, career and personal goals. Accomplishes goals, obligations and commitments based on prioritization. |
| 4 | Advanced | Employs identified strengths to gain organizational prestige. Models integrity, honesty and high standards of confidentiality, consistent with the Sorority's values. Demonstrates the highest type of womanhood and enhances the Sorority's public standing. Appropriately represents the Sorority within the fraternal community and in the world at large. |

Assesment for Personal Excellence:

To the self-evaluator: Please provide examples of experiences you've had that align with the rating you've assigned yourself. This is meant to help you reflect on your experiences, find transferrable skills and identify areas where you can seek further growth opportunities.

Gamma Phi Beta
TRUE AND CONSTANT