

UC Core Competencies



Contact your local [Learning and Development team](#) for assistance.

For more information about the behavioral anchors, visit [UCnet](#).

The purpose of the UC Core Competency Model is to serve as a foundational tool for the assessment and development of staff, managers, and leaders at the University of California.

The Core Competency Model was updated by a collaborative team of Systemwide representatives. It was reviewed and endorsed by UC's Chief Human Resource Officers in June 2019 to include the following:

- Core Competencies for all UC staff employees regardless of role or location
- Behavioral indicators and/or proficiency levels for individual contributors and people managers/leaders
- Clear, consistent, common language that includes observable behaviors for measurement
- A flexible and easy to remember model
- Simplification of model

What this means for the UC Staff Employee

- This model is accessible and understandable for all UC staff employees. This allows both the employee and manager to articulate expectations from the point of hire through succession planning upon an employee's desire to leave UC.
- The behavioral anchors are measured through affirmation or frequency of conduct, which allows for a more robust discussion between staff employees and managers when it comes to performance management.
- The Core Competencies provide a shared language to lay the foundation for the culture we want to build at UC.

UC Core Competency ABCs

