



Performance Management and Development Spotlight for Supervisors

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The State of Ohio defines *competencies* as demonstrated and measurable patterns of knowledge, skills, abilities, behaviors and other characteristics designed to reflect the behaviors employees use to complete tasks to achieve performance expectations. Recently, DAS Office of Talent Management organized the list of competencies into eight clusters, which give supervisors ease and flexibility when reviewing the competencies that apply to their employees.

Learning on Demand can assist you in exploring more on the topic of *competencies*. The first four competency clusters, linked below, contain resources to help you explore and develop related competencies.

Competency Cluster	Description
Building Relationships	Competencies that examine the ability to influence decisions through building and strengthening relationships with others.
Developing, Learning, and Motivating	Competencies that involve imparting, obtaining, and improving the skills of others and self.
Planning and Organizing	Competencies that examine planning and organizing activities and work in order to sustain operations.
Serving the Public	Competencies that demonstrate professional interactions with customers and constituents external to state government

To learn more about *Performance Management and Development*, exempt and IT professionals can visit **Learning on Demand** by clicking the link below.

- Go to MyOhio.gov.
- Sign on with your OH|ID Workforce User ID and Password. User IDs and Passwords are case sensitive. Be sure your Caps Lock key is off.
- Click **My Workspace**, then select **Applications** and click **Learning on Demand**.

Please review and adhere to your agency's training and development policies, procedures and guidelines regarding the use of Learning on resources and tools.

For more information about *Performance Management and Development*, email ePerformance@das.ohio.gov or call 614-728-8973.

Engaging and Developing Talent