

Faculty Competencies Version 2

Domain — category

Competency — sub-category

Behaviors — skill targets

Domains: Teaching, Education, Leadership, Communication, Scholarship, Anti-Racism, Professionalism

Authors: STFM Faculty Competencies Steering Committee and other contributors

Domain 4: Communication

Competencies

1. Public Speaking
2. Use of Technology
3. Negotiation and Conflict Management
4. Facilitation Skills
5. Active Listening
6. Written Communication

Left to right: Increasing skill level

Competency	Level A (Behaviors)	Level B	Level C	Level D
Public Speaking	Describes the skills necessary to lead an effective large group teaching session	Demonstrates confidence, composure and clarity during large group sessions within own department	Demonstrates confidence, composure and clarity during large group sessions in other departments and other institutions	Demonstrates confidence, composure and clarity while delivering presentation at national venue
Use of Technology	Describes established departmental norms for technology use Uses	Follows established departmental norms for technology use Ensures	Builds systems to ensure culture of safety, diversity, equity, inclusion, and belonging in order to build	Provides leadership to achieve a culture of safety, diversity, equity, inclusion, and belonging in

	technology in a manner which enhances communication	documentation is timely, complete, and accurate	trust Teaches effective use of technology to exchange information	order to build trust Adapts systems to improve communication with other providers, and systems
<u>Negotiation and Conflict Management</u>	Describes basic principles of effective negotiation Identifies situations that include conflict	Demonstrates ability to negotiate low stakes outcomes Demonstrates basic skills in managing conflict with colleagues and learners	Demonstrates ability to negotiate high stakes outcomes Demonstrates basic skills in managing conflict with colleagues and learners	Coaches others in effective negotiation skills Coaches others in conflict management skills
<u>Facilitation Skills</u>	Recognizes the importance of including all participants	Invites others to express ideas, concerns, and opinions	Manages conflict within the group setting	Coaches others to develop facilitation skills
<u>Active Listening</u>	Defines the skills required for effective active listening	Takes initiative to incorporate active listening skills in teaching and learning	Teaches peers and learners effective active listening skills	Coaches others to develop active listening skills
<u>Written Communication</u>	Acknowledges professional communication including adhering to written etiquette	Generates clear written communication that conveys message effectively	Teaches learners how to improve written communication	Coaches colleagues and leaders in effective written communication