

# Core Competencies for Direct Support Professionals

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## **1. Advocating for Others:**

*Inclined to champion a cause or issue and get support from others for it.*

## **2. Collaboration:**

*Communicating with the intention to create alignment with others. Helping and establishing good will through teamwork & common goals.*

## **3. Creative Problem Solving & Decision Making:**

*Analyzing situations, developing options and choosing the most appropriate solution. Creatively looking at old problems.*

## **4. Fostering Independence in Others:**

*Nurturing the self-determination of others, both staff & individuals supported. Sharing responsibility with others to provide commitment and ownership opportunities to them.*

## **5. Initiative:**

*Taking action, doing things versus commenting on what needs to be done, acting on both opportunities as well as problems.*

## **6. Interpersonal Relations & Respect:**

*Dealing with people in a sensitive and respectful manner. Listening & understanding perspectives.*

## **7. Resilience:**

*Maintaining stamina and performance under continuing stress, and acting effectively under pressure. Resilient people consistently display determination, self-discipline and commitment in spite of setbacks or lack of support, and display a willingness to take a stand when appropriate.*

