

Wisdom & Money

Core Competencies

Core competencies identify the skills, knowledge, abilities, attributes, and behaviors that all employees and volunteers are expected to demonstrate in order to carry out the mission and purpose of Wisdom & Money. Proficiency in these core competencies is sustained by applying Wisdom & Money's core practices. They are:

Transformative Practice and Leadership	Understands the role of an individual in organizational and community transformation. Maintains a support system for personal effectiveness. Builds cooperation by creating shared visions based on mutual respect and trust. Links WM vision, mission and core values to everyday work. Takes risks to improve performance or reach a challenging goal. Communicates in a way that solicits support and honors self and others. Integrates own spiritual practice with WM core practices. Raises funds for WM in a manner that is aligned with the organization's vision and core values as well as own vision and values.
Communicative Competence and Accountability	Facilitates an open exchange of ideas and fosters an atmosphere of open communication. Listens consciously. Understands impact and takes responsibility for own words and actions. Asks for support to identify and shift any blocks that have an impact on moving forward. Addresses communication breakdowns with compassion. Ensures that the core values of WM are upheld in all communications. Makes effective decisions. Focuses on timely results. Communicates ideas effectively both orally and in writing. Keeps co-workers and community circles regularly informed. Gives voice to thoughts, feelings and insights in a way that honors self and others.
Adaptability and Flexibility	Adapts easily in the midst of changing conditions and work responsibilities. Takes charge when it is necessary to facilitate an action or decision. Maintains focus and remains optimistic and persistent. Identifies different or new solutions to reach desired results. Works comfortably with people of differing styles and preferences. Accepts constructive feedback. Treats a challenging experience as a learning opportunity. Adjusts rapidly to new situations. Listens to suggestions from others and is willing to try new ideas. Adapts behavior and work methods in response to new information, changing conditions, unexpected challenges, or spiritual insights.
Partnering and Discerning in Spiritual Community	Works cooperatively with others across differences. Inspires, motivates, and supports others. Engages in spiritual relationship and community building activities to move toward true community. Fosters commitment, cooperation, and trust. Supports leadership in others through coaching, mentoring, guiding, teaching, etc. Develops networks and builds alliances. Maintains, and strengthens positive partnerships with others inside and/or outside WM. Works with people with different areas of expertise or skills to carry out all phases of a program or project from start to finish.
Financial Transparency In Strict Confidentiality	Engages in open dialogue about financial realities both personal and organizational with community members. Opens up emotions, thoughts, and assumptions that emerge in conversations about money. Explores and experiments with ways of moving money in alignment with values and in service of personal and organizational vision.