NAVAL FACILITIES ENGINEERING SYSTEMS COMMAND WORKFORCE DEVELOPMENT CONTINUUM FOUNDATIONAL COMPETENCIES	
COMPETENCY	**DEFINITION**
Accountability	Takes responsibility and ownership for decisions, actions, and results. Accountable for both how and what is accomplished.
Initiative	Voluntarily takes the first steps to identify and address existing and potential obstacles, issues, and opportunities.
Resiliency	The ability to grow and thrive in the face of challenges and bounce back from adversity.
Integrity	Behaves in an honest, fair, and ethical manner. Shows consistency in words and actions. Models high standards of ethics.
Interpersonal Skills	Treats others with courtesy, sensitivity, and respect. Ability to be a good team member. Considers and responds appropriately to the needs and feelings of different people in different situations.
Communicating for Results	Clearly and effectively transmits technical and enterprise concepts, ideas, feelings, opinions, and conclusions orally and in writing. Listens attentively and for comprehension. Reinforces words through empathetic body language and tone.
Problem Solving	Anticipates, identifies, and defines problems. Seeks root causes. Develops and implements practical and timely solutions.
Continual Learning	Assesses and recognizes own strengths and weaknesses; pursues self-development.
Service Motivation	Shows a commitment to serve the public and other key stakeholders. Ensures that actions meet public needs; aligns organizational mission, objectives, and practices with stakeholder interests. Demonstrated commitment to the NAVFAC mission.
Building Diverse Teams	Inspires, fosters, and manages a diverse, inclusive, and committed team that creates trust and pride to achieve the NAVFAC vision and mission. Facilitates cooperation and motivates team members to accomplish group goals.
Developing Others	Develops the ability of others to perform and contribute to the organization by providing constructive feedback and opportunities to learn through formal and informal methods.