

Core Competencies for Public Health Professionals Analysis

For <<Name>>

Core Competencies for Public Health Professionals Domains

This section identifies the [8 Core Competencies for Public Health Professionals](#) domains and recommended actions you should consider (develop, leverage, maintain, or de-emphasize), based on assessment results from your July/August 2017 PHD Workforce Development Training Assessment. The actions can be used to determine what domains to set goals for and where to invest your professional development efforts. You can find training resources on the PHD [Intranet](#).

| Competency | Action | |
|------------|-------------|--|
| <<N1>> | <<Action1>> | Develop: Higher priority areas where competency is relatively low |
| <<N2>> | <<Action2>> | Leverage: Higher priority areas where competency is relatively high |
| <<N3>> | <<Action3>> | Maintain: Lower priority areas where competency is relatively high |
| <<N4>> | <<Action4>> | De-Emphasize: Lower priority areas where competency is relatively low |
| <<N5>> | <<Action5>> | |
| <<N6>> | <<Action6>> | |
| <<N7>> | <<Action7>> | |
| <<N8>> | <<Action8>> | |

The eight domains are:

Analytical/Assessment Skills focus on identifying and understanding data, turning data into information for action, assessing needs and assets to address community health needs, developing community health assessments, and using evidence for decision making.

Policy Development/Program Planning Skills focus on determining needed policies and programs; advocating for policies and programs; planning, implementing, and evaluating policies and programs; developing and implementing strategies for continuous quality improvement; and developing and implementing community health improvement plans and strategic plans.

Communication Skills focus on assessing and addressing population literacy; soliciting and using community input; communicating data and information; facilitating communications; and communicating the roles of government, health care, and others.

Cultural Competency Skills focus on understanding and responding to diverse needs, assessing organizational cultural diversity and competence, assessing effects of policies and programs on different populations, and taking action to support a diverse public health workforce.

Community Dimensions of Practice Skills focus on evaluating and developing linkages and relationships within the community, maintaining and advancing partnerships and community involvement, negotiating for use of community assets, defending public health policies and programs, and evaluating effectiveness and improving community engagement.

Public Health Sciences Skills focus on understanding the foundation and prominent events of public health, applying public sciences to practice, critiquing and developing research, using evidence when developing policies and programs, and establishing academic partnerships.

Financial Planning and Management Skills focus on engaging other government agencies that can address community health needs, leveraging public health and health care funding mechanisms, developing and defending budgets, motivating personnel, evaluating and improving program and organization performance, and establishing and using performance management systems to improve organization performance.

Leadership and Systems Thinking Skills focus on incorporating ethical standards into the organization; creating opportunities for collaboration among public health, health care, and other organizations; mentoring personnel; adjusting practice to address changing needs and environment; ensuring continuous quality improvement; managing organizational change; and advocating for the role of governmental public health.

Core Competencies for Public Health Professionals Domain Prioritization

This section identifies the relative importance of the 8 Core Competencies for Public Health Professionals domains in the context of your role based on your prioritization and assessment results from your July/August 2017 PHD Workforce Development Training Assessment.

Priority Domains

Higher priority domains indicate relative importance whereas the lower priority domains indicate domains that are less important across the 8 Core Competencies for Public Health Professionals domains.

| Higher Priority Domains | Lower Priority Domains |
|--------------------------------|-------------------------------|
| <<High_Priority_Domain_1>> | <<Low_priority_Domain_1>> |
| <<High_Priority_Domain_2>> | <<Low_Priority_Domain_2>> |
| <<High_Priority_Domain_3>> | <<Low_Priority_Domain_3>> |
| <<High_Priority_Domain_4>> | <<Low_Priority_Domain_4>> |

Core Competencies for Public Health Professionals Domains Strengths

This section identifies the 8 Core Competencies for Public Health Professionals domains and your self-assessment score based on your July/August 2017 PHD Workforce Development Training Assessment. The domain scores below are the average of your responses, from the self-assessment, regarding the degree to which you are able to effectively complete the skills in each domain. For reference, the scoring categories were:

- 0 = None: I am not aware or have very little knowledge of the skill
- 1 = Aware: I have heard of, but have limited knowledge or ability to apply the skill
- 2 = Knowledgeable: I am comfortable with my knowledge or ability to apply the skill
- 3 = Proficient: I am very comfortable, am an expert, or could teach this skill to others

| Competency | Mean Score |
|---|--|
| Analytical Assessment | <<AnalyticalAssessment>> |
| Policy Development /Program Planning | <<Policy_DevelopmentProgram_Planning>> |
| Communication | <<Communication>> |
| Cultural Competency Skills | <<Cultural_Competency_Skills>> |
| Community Dimensions of Practice | <<Community_Dimensions_of_Practice>> |
| Public Health Sciences | <<Public_Health_Sciences>> |
| Financial Planning and Management | <<Financial_Planning_and_Management>> |
| Leadership and Systems Thinking | <<Leadership_and_Systems_Thinking>> |

Domain Competency

Higher competency domains indicate relative strength, whereas lower competency domains indicate areas for potential development across the 8 Core Competencies for Public Health Professionals domains.

| Higher Competency Domains | Lower Competency Domains |
|------------------------------|-----------------------------|
| <<High_Competency_Domain_1>> | <<Low_Competency_Domain_1>> |
| <<High_Competency_Domain_2>> | <<Low_Competency_Domain_2>> |
| <<High_Competency_Domain_3>> | <<Low_Competency_Domain_3>> |
| <<High_Competency_Domain_4>> | <<Low_Competency_Domain_4>> |