

Mapping Competencies to Capabilities and Skills

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Introduction

The Government of Saskatchewan is implementing a new values-based Capabilities and Skills Framework which uses common language to describe how we do our work. The framework replaces our existing competency models.

The existing competency models - SGEU, Leadership and Management and CUPE Knowledge, Skills and Abilities (KSAs) - were considered in the identification and development of the Capabilities and Skills Framework. The names of previous competencies may not appear in the new framework; however, their core behaviours are reflected. This tool helps connect the previously used competency models with the new framework, so you can confidently use the updated language and approach.

For example, the SGEU competency of *Analytical Thinking* has behaviours included in the capability of *Outcomes Focused* and the skills of *Critical Thinking*, *Data Literacy* and *Political and Organizational Awareness*.

For more information about the Capability and Skills Framework, please visit [Taskroom](#).

How to Use This Tool

1. **Find the appropriate competency model:** Leadership and Management, SGEU or CUPE.
2. **Find the specific competency:** look up the competency you are familiar with in the table.
3. **See the related capabilities and skills:** the tool lists which new capabilities and skills include those behaviours.
4. **Apply the new language:** use these capabilities and skills when updating documents, describing expectations etc.
5. **Review the Capabilities and Skills Guide:** for the detailed definition and example behaviours.

Mapping Leadership and Management Competency Model

Leadership and Management Competency	Capability	Skill
Accountability	Accountable	Managing Self, Managing Talent
Building Organizational Community	Collaborative, Inclusive, Innovative, Outcomes Focused	Interacting with Others
Communication	N/A	Communication, Influence, Interacting with Others
Innovation	Adaptable, Innovative	Critical Thinking
Personal Leadership	Accountable, Adaptable, Inclusive, Collaborative	Health, Safety and Wellness, Influence, Managing Self
Strategic Orientation	Accountable, Collaborative, Outcomes Focused	Critical Thinking, Data Literacy, Influence, Navigating Ambiguity, Political and Organizational Awareness
Performance Management	Accountable, Outcomes Focused	Interacting with Others, Managing Talent
Planning and Risk Management	Accountable, Adaptable, Innovative, Outcomes Focused	Critical Thinking, Data Literacy, Managing Organizational Resources, Managing Talent, Navigating Ambiguity
Process Management	Collaborative, Innovative	Health, Safety and Wellness, Managing Talent, Managing Organizational Resources, Political and Organizational Awareness

Mapping Middle Manager Excellence Ideal Roles

Ideal Role	Capability	Skill
Lead Strategy Implementation	Accountable, Adaptable, Collaborative, Outcomes Focused	Communication, Critical Thinking, Data Literacy, Influence, Managing Talent, Navigating Ambiguity, Political and Organizational Awareness
Enable Individual Performance	Accountable, Innovative, Inclusive, Outcomes Focused	Communication, Critical Thinking, Interacting with Others, Managing Talent
Manage Teams and Relationships	Accountable, Adaptable, Collaborative, Inclusive, Innovative, Outcomes Focused	Communication, Critical Thinking, Health, Safety and Wellness, Influence, Interacting with Others, Managing Talent
Facilitate Collaboration	Collaborative, Inclusive, Outcomes Focused	Communication, Critical Thinking, Influence, Interacting with Others, Managing Organizational Resources, Political and Organizational Awareness
Manage Information and Administration	Accountable, Outcomes Focused	Communication, Critical Thinking, Data Literacy, Digital Skills, Managing Organizational Resources, Managing Self, Navigating Ambiguity, Political and Organizational Awareness

Mapping SGEU Competencies

SGEU Competency	Capability	Skill
Communication	N/A	Communication
Leadership	Accountable, Adaptable, Collaborative, Inclusive, Innovative, Outcomes Focused	Influence, Interacting with Others, Managing Organizational Resources, Managing Talent
Problem Solving	Adaptable, Innovative, Outcomes Focused	Critical Thinking, Data Literacy, Influence Navigating Ambiguity
Interpersonal	Adaptable, Collaborative, Inclusive	Influence, Interacting with Others
Teamwork/Independence	Accountable, Adaptable, Collaborative, Inclusive, Outcomes Focused	Interacting with Others, Managing Self, Managing Talent
Organizational	Adaptable, Outcomes Focused	Managing Organizational Resources, Managing Self
Analytical	Outcomes Focused	Critical Thinking, Data Literacy, Political and Organizational Awareness
Safety/Stress/Security	N/A	Health, Safety, and Wellness, Managing Self
Technical	N/A	Digital Skills, Managing Organizational Resources, role specific knowledge and technical skill
Diversity and Inclusion	Adaptable, Collaborative, Inclusive	Health Safety and Wellness, Interacting with Others, Managing Talent
Confidentiality	Accountability	Managing Organizational Resources

Mapping Commonly Used CUPE KSA Categories

CUPE KSA Category	Capability	Skill
Communication	N/A	Communication
Leadership/Supervisory	Accountable, Adaptable, Collaborative, Inclusive, Innovative, Outcomes Focused	Influence, Interacting with Others, Managing Organizational Resources, Managing Talent
Analytical/Problem Solving	Adaptable, Innovative, Outcomes Focused	Critical Thinking, Data Literacy, Influence, Navigating Ambiguity, Political and Organizational Awareness
Independence/Team	Accountable,-Adaptable, Collaborative, Inclusive, Outcomes Focused	Interacting with Others, Managing Self, Managing Talent
Organizational	Adaptable, Outcomes Focused	Managing Organizational Resources, Managing Self
Diversity and Inclusion	Adaptable, Collaborative, Inclusive	Health, Safety and Wellness, Interacting with Others, Managing Talent
Safety	N/A	Health, Safety and Wellness, Managing Self
Flexible/Adaptable/Innovative	Adaptable, Innovative	Managing Self, Navigating Ambiguity
Service Oriented/Attentive to Detail	Outcomes Focused	Interacting with Others
Input, edit, format data; Operate office equipment, etc.	N/A	Digital Skills