

SALTTM COMPETENCIES

COMPETENCIES describe the characteristics team members are expected to demonstrate to provide the best patient care in the industry. They help us to understand expectations and guide our work. They work together to bring the SALT vision to life.

We have three levels of competencies:
Individual Contributor
Leader of Teams
Leader of Leaders

They are categorized into three areas:
Business, Team, and Individual

Individual Contributor COMPETENCIES.

BUSINESS

Patient Focus.

Without Patients, we don't have a business. Effective performers have the patient experience in mind and continuously seek to understand their needs

Goal Oriented.

Effective performers understand and support the organization and practice goals. We live the culture and display it in our daily activities.

TEAM

Team Player.

Effective performers are team oriented. We share best practices and support learning and growth to those around us.

Dynamic Impact.

Effective performers create positive connections. We are personable, self-confident, optimistic and create excitement that is contagious.

INDIVIDUAL

Technical expertise.

Effective performers are knowledgeable and highly skilled in their area of expertise. We remain current in our skills and serve as a resource to others.

Ethics & Integrity.

Effective performers think and act with honesty and integrity. We are accountable to our actions and foster a safe and compliant work environment for everyone.

Growth Mindset.

Effective performers demonstrate learning agility and continuously seek new knowledge or elevated methods. We foster a culture of curiosity and learning.

Leader of People

COMPETENCIES.

BUSINESS

Planning and Organization.

Effective performers have strong organization skills that help them be highly productive and efficient. We plan for the future and are proactive in our leadership approach.

Results Driven.

Effective performers focus on outcomes and accomplishments. We are motivated by achieving goals. We convey the proper urgency to business initiatives

Collective Knowledge.

Effective performers know “how things work” here. Specifically, we understand and adhere to the formal and informal policies that are at the center of the collective organization.

TEAM

Communicative.

Effective performers are able to convey proper communication through both informal and written communication. We also understand that a large majority of communication is through non verbal cues and we are able to interpret and respond appropriately.

Team Management.

Effective performers develop and maintain high functioning working units. We are willing to entrust others. We provide clear guidelines , monitor performance, and redirect. We reward behavior and foster a healthy team atmosphere.

INDIVIDUAL

Change Agility.

Effective performers are adaptable. We embrace organizational changes and modify behavior to achieve results. We understand change management techniques and support smooth transitions.

Problem Solver.

Effective performers identify areas of opportunity, gather information to create a solution, and take appropriate action. We don't wait to be told what to do. We see a need, take responsibility and make things happen.

Leadership Presence.

Effective performers maintain emotional control under ambiguous circumstances. We establish personal presence based on mutual trust, ethics and integrity. We convey the image of professionalism and poise.

Leader of Leadership COMPETENCIES.

BUSINESS

Drive.

Effective performers display a consistent high level of motivation and energy. We are passionate about our role. We have stamina and endurance to handle substantial workloads. We foster a healthy work/life balance while continuing to produce under challenging circumstances.

Financial Acumen.

Effective performers understand the financial framework of the organization. We use financial data to make informed business decisions.

TEAM

Influence Management.

Effective performers are strong with directing, persuading and motivating people. We can flex our leadership style, as needed. We are comfortable with healthy conflict. We support and manage differences of opinion. We avoid destructive competition and use consensus and collaboration to resolve issues.

Relater.

Effective performers establish and maintain positive relationships. We excel in our ability to engage with people and frequently collaborate within our networks to achieve goals. The best performers also empower and promote the professional growth of their leaders by requesting their advice on key business decisions.

INDIVIDUAL

Innovative Mindset.

Effective performers generate ideas explore options and develop solutions. We find new ways to look at old problems. We continue to challenge the “this is how we have always done it” mindset.

Self Awareness.

Effective performers know their personal strengths and opportunities. We are aware of how our behavior impacts others. We solicit feedback for self-improvement and seek out ways to improve.