

SPOTLIGHT *on* COMPETENCIES

Ever wonder
how OLC's
competencies could
work for your library?

Be sure to check out this column each month to see real life examples of how competencies have been used or to learn more about them. As always, we want to know how your library uses competencies so please share your stories and experiences by sending them to Astrid Olfenbuttel (astridolfenbuttel@worthingtonlibraries.org).

Our library system, the Public Library of Cincinnati and Hamilton County, recently encountered a particularly unsettling situation—the death of a leader in our organization. During the month of his brief illness and since his passing, I have experienced first-hand the need to be adaptable and witnessed the problems that can result for those that do not exhibit this important competency. Adaptability is just one competency in the set of Core Competencies for Library Staff, but it is a key ingredient to having personal success in your position and can greatly impact your organization's effectiveness.

— Cathy Wilkymacky, Public Library of Cincinnati and Hamilton County

Robin Elston will discuss adapting to change in her keynote address at the 2008 Supportive Staff Conference on September 24-25. Learn more on the OLC Web site (www.olc.org/2008Conferences.asp).

COMPETENCY: Adaptability

DEFINITION:

The ability to adjust to changing situations.

SELECT SKILLS AND BEHAVIORS:

- Interprets and responds quickly to new or changed responsibilities, methods and procedures
- Learns and applies new skills
- Remains positive and productive

TRAINING RESOURCES:

- Curzon, Susan Carol. *Managing Change: A How-to-do-it Manual for Librarians* – book
- *How to See Opportunity in a Changing Workplace* – video
- Johnson, Spencer, M.D. *The Cheese Experience: An Interactive Multimedia Learning Program* (based on the book *Who Moved My Cheese?*) – a comprehensive learning program kit with the book, workbooks, audiocassettes, CD-Rom, and VHS
- Pritchett, Price and Ron Pound. *A Survival Guide to The Stress of Organizational Change* – book

TRAINING OPPORTUNITIES:

www.ceohio.org
www.olc.org/prof_dev.asp

COMPLETE LIST OF COMPETENCIES:

www.olc.org/CoreCompetencies.asp

MORE INFORMATION:

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