

Qualities and Core Competencies of the Field Training Officer

BPD Education and Training Academy
Officer Tarsha Taru

Objectives



Define the qualities of the FTO.



Define what core competencies are.



Identify the core competencies Field Training Officers need to have.



Explain the importance of the core competencies the Field Training Officers need to have.

Case Study



Group Activity

Break out into groups of 4

Create a mind map of core competencies that an FTO should have



Order them from most important to least.

Each group will present their ideas to the class.

Qualities of the FTO

What is a "quality?"

Personal attributes, more or less developed (can change), conditioned by environment.

Eight specific qualities

Effective communicator

Ethical, Integral – Policy 301

- "Private life unsullied as an example to all."
- "Courageous calm in the face of danger, scorn, or ridicule."
- "Never permit personal feelings to influence decisions."

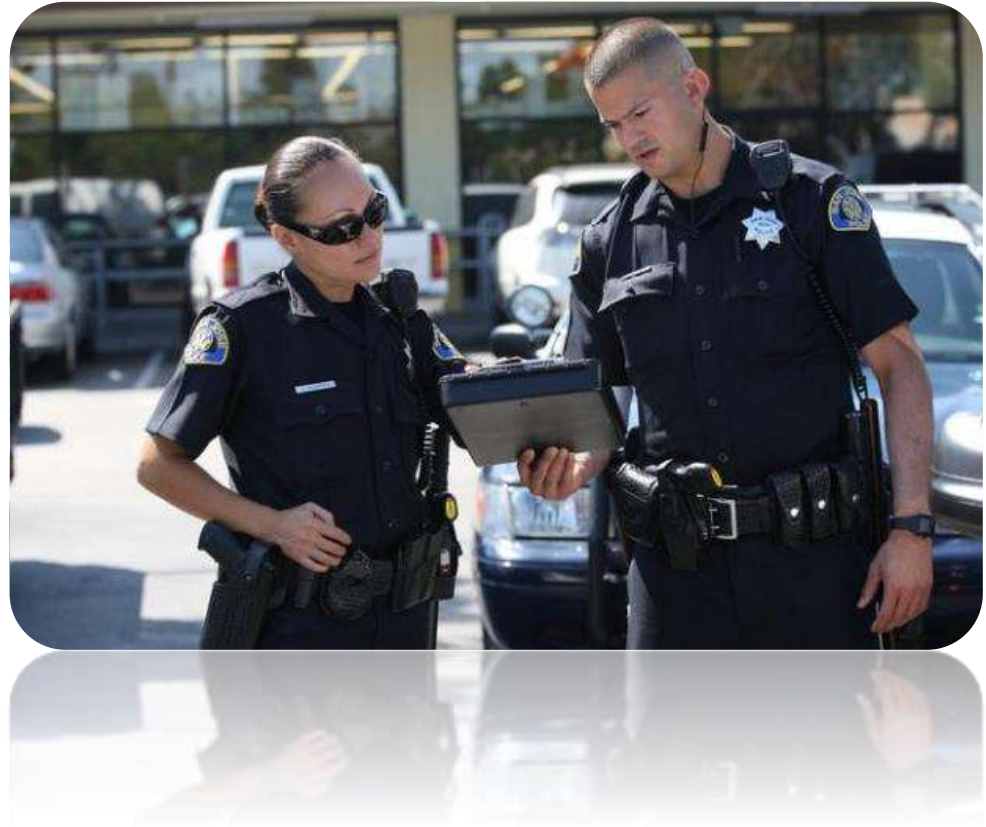
Professional

Knowledgeable



Qualities of the FTO (cont.)

- Eight specific qualities (cont.)
 - Experienced
 - Courageous
 - Thorough, fair, and objective
 - Committed



Recap – Qualities of the FTO

**Effective
communicator**

**Ethical, integral
(Policy 201)**

Professional

Knowledgeable

Experienced

Courageous

**Thorough, fair,
objective**

Committed

What Are Core Competencies?



Core competencies identify behaviors and skills all employees are expected to demonstrate to carry out the mission and goals of the agency.

Core Competencies

Initiative and Creativity

Judgment

Cooperation/Teamwork

Quality of Work

Reliability



Core Competencies Cont'd



Core
Competency

Commitment to Safety

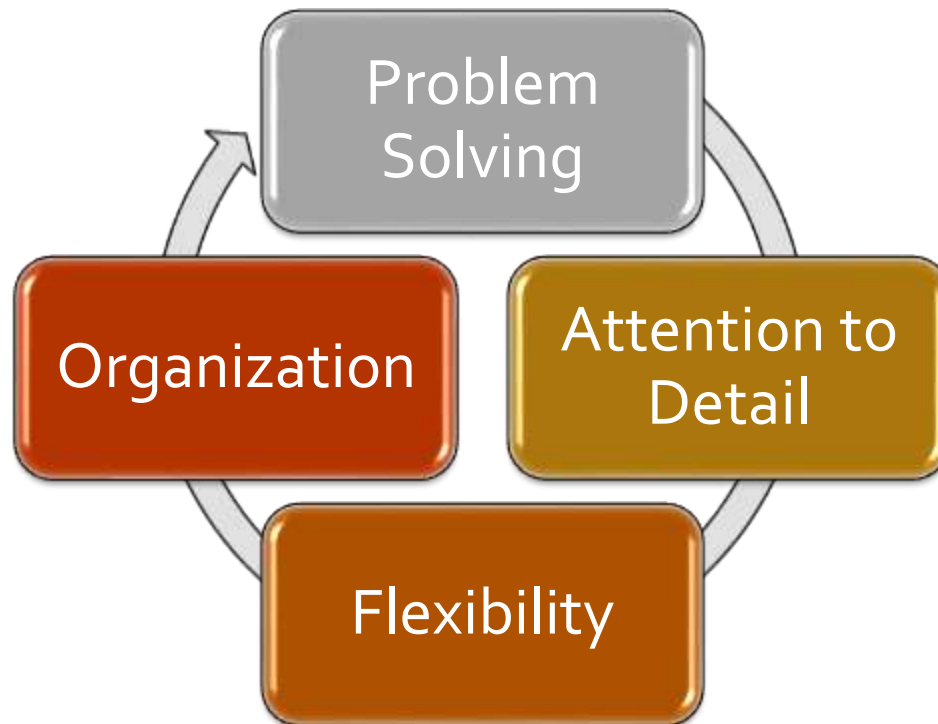
Support of Diversity

Job Knowledge/Technical Knowledge

Communication

Customer Service

Core Competencies Cont'd



Summarize and Review



What are core competencies?



Why are they important?



Questions?



What questions do you have for
me?