



**Byron P. Decoteau, Jr., Director**

Post Office Box 94111  
Baton Rouge, LA 70804-9111  
225.342.8274  
[scsinfo@la.gov](mailto:scsinfo@la.gov)  
[civilservice.la.gov](http://civilservice.la.gov)

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**DATE:** March 17, 2021

**TO:** Heads of State Agencies and Human Resources Directors

**SUBJECT:** Values Diversity – Newest Statewide Competency

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***Watch the latest SCS Spotlight on Demand – Values Diversity NOW!***

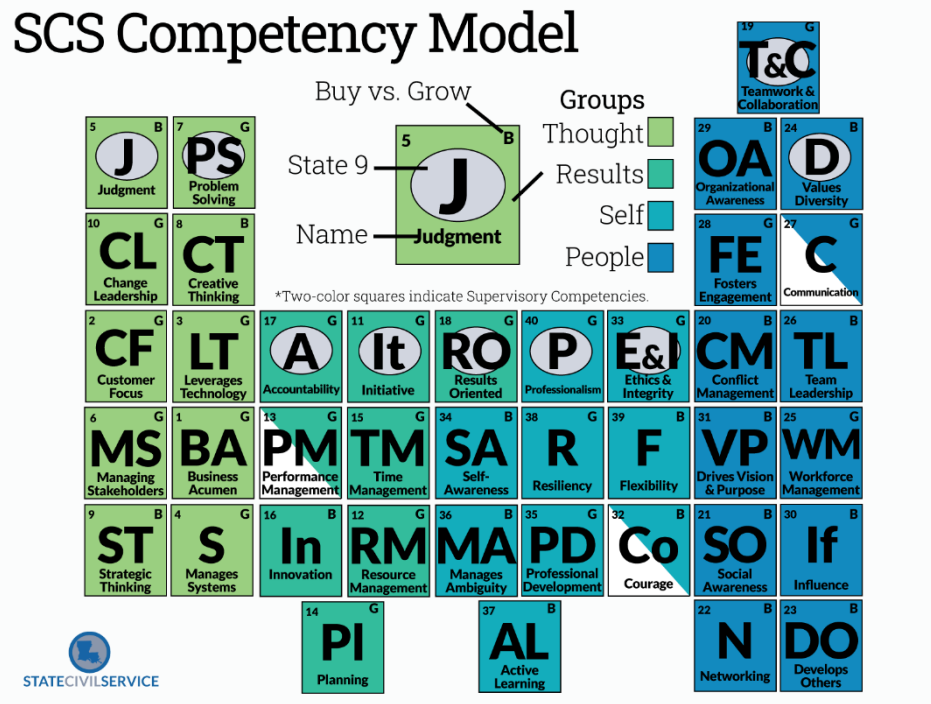
The SCS Competency Model was first established in 2015. It provides a comprehensive set of forty competencies, which may be used to understand and address talent development initiatives on a job, division, agency or department level. Competencies are concepts that include what a person is, knows and does that are causally related to superior work performance. That causal relationship is critical to understanding the role competencies play in recruitment, selection, training, and succession planning, among other areas of the employee lifecycle.

Research conducted on the SCS Competency Model determined there were eight critical competencies for any state classified position. These competencies include:

- Judgement
- Problem Solving
- Accountability
- Initiative
- Results Orientation
- Professionalism
- Ethics and Integrity
- Teamwork and Collaboration

To this point, this group of competencies has been referred to as the “State 8” and serves as the basis for superior performance within the state classified system. As part of an ongoing review of the SCS Competency Model, SCS is excited to announce the addition of a ninth statewide competency – **Values Diversity**.

The ability to acknowledge and respect individual differences is crucial to the classified workforce now and certainly into the future. The classified workforce is already quite diverse, but we can do an even better job incorporating the many different perspectives our diverse workforce brings to the table to drive creativity and innovation, and to promote equity and inclusion in public service and in public administration. Valuing diversity not only makes us a better employer and workforce, it makes us a better citizen. As such, the current “State 8” will be replaced by the reimagined “State 9” key competencies.



SCS has taken steps to ensure that the newest statewide competency is developed and supported throughout SCS activities. New anti-bias in hiring content has been added to the Supervisory Core Capstone. Additionally, a course on the Values Diversity competency is in development and will be related in the near future. Further coursework is under development to assist classified supervisors with managing and bringing forward the best from diverse groups. For recruitment and selection activities, SCS’s Talent Development Division has created behavior-based interview questions and selection activities for hiring managers to gauge this competency in new hires. All of these efforts are intended to continue to push for education and growth in the area of diversity and to prepare state classified employees, supervisors, and agency leaders to successfully navigate this critical issue in their agencies and amongst their teams.

If you have any questions regarding the newest statewide competency, the SCS Competency model, or any of the initiatives surrounding diversity, please contact SCS Talent Development director Dana LeBherz at [dana.lebherz@la.gov](mailto:dana.lebherz@la.gov).

Sincerely,

s/Byron P. Decoteau, Jr.  
State Civil Service Director