

Required Enabling Competencies

The enabling competencies are listed below. CPA Candidates must demonstrate all five of these enabling competencies to a **Level 2** by the end of their term of practical experience:

1. Acting Ethically and Demonstrating Professional Values
2. Solving Problems and Adding Value
3. Communicating
4. Managing Self
5. Collaborating and Leading

All stakeholders will be using the below rubric in evaluating whether a Candidate has demonstrated a Level 2 proficiency for each for each of the five enabling competency areas.

The CPA Way	Level 0	Level 1	Level 2
Adopt the CPA Mindset	·Exhibit a desire to learn from past experiences	In addition to Level 0: ·Exhibit skepticism about own professional/ethical behaviour	In addition to Level 1: ·Demonstrate insight into link between at least one CPA value from the CPA Saskatchewan Rules of Professional Conduct (e.g., objectivity, due care, integrity) and own professional/ethical behaviour
Assess the Situation	·Describe facts about the situation and step(s)/action(s) taken ·Identify at least one factor that is relevant to the situation: o Stakeholder that is affected by decision(s)/action(s) o Professional value o Something viewed as creative/ innovative	In addition to Level 0: · At least partially explain what was at stake · Identify a wider range of factors that are relevant to the situation: o Multiple relevant stakeholders, including the organization o Objectives/goals/priorities o More than one relevant professional value	In addition to Level 1: ·Identify more than one potentially viable alternative
Analyze Major Issue(s)	Not applicable	·Provides partial/superficial analysis (e.g., focus only on arguments in favor of action(s) taken), including at least one: o Impact of action(s) taken on stakeholders and their goals/ objectives/priorities o How/why the situation involved a conflict in professional values o Effect of creativity/innovation on actions and/or conclusions	In addition to Level 1: ·Thoroughly explain/analyze alternatives and issues, including consideration of multiple viewpoints (e.g., address both pros and cons of alternatives/actions/conclusions)
Conclude and Advise	· Attempt to describe at least one idea that would have made it easier to act, that could have been done differently, or that was learned from the situation	In addition to Level 0: ·Provide at least 1-2 logical reason(s)/ conclusion(s) such as: o Why course of action was taken o How this experience is likely to have a positive effect on future behaviour	In addition to Level 1: ·Identify criteria used and provide a reasonable and feasible conclusion about what would make future behavior more professional/ethical ·Recognize at least one significant limitation of action(s)/conclusion(s)
Communicate	·Demonstrate an awareness that communication can be improved	In addition to Level 0: ·Provide at least 1-2 logical reason(s) to explain how communication achieved a purpose such as: o Obtained accurate and reliable information o Enhanced work performed o Met audience needs	In addition to Level 1: ·Provide reasonable and feasible conclusion about what would make future communication more effective ·Recognize at least one significant limitation of future communication effectiveness