



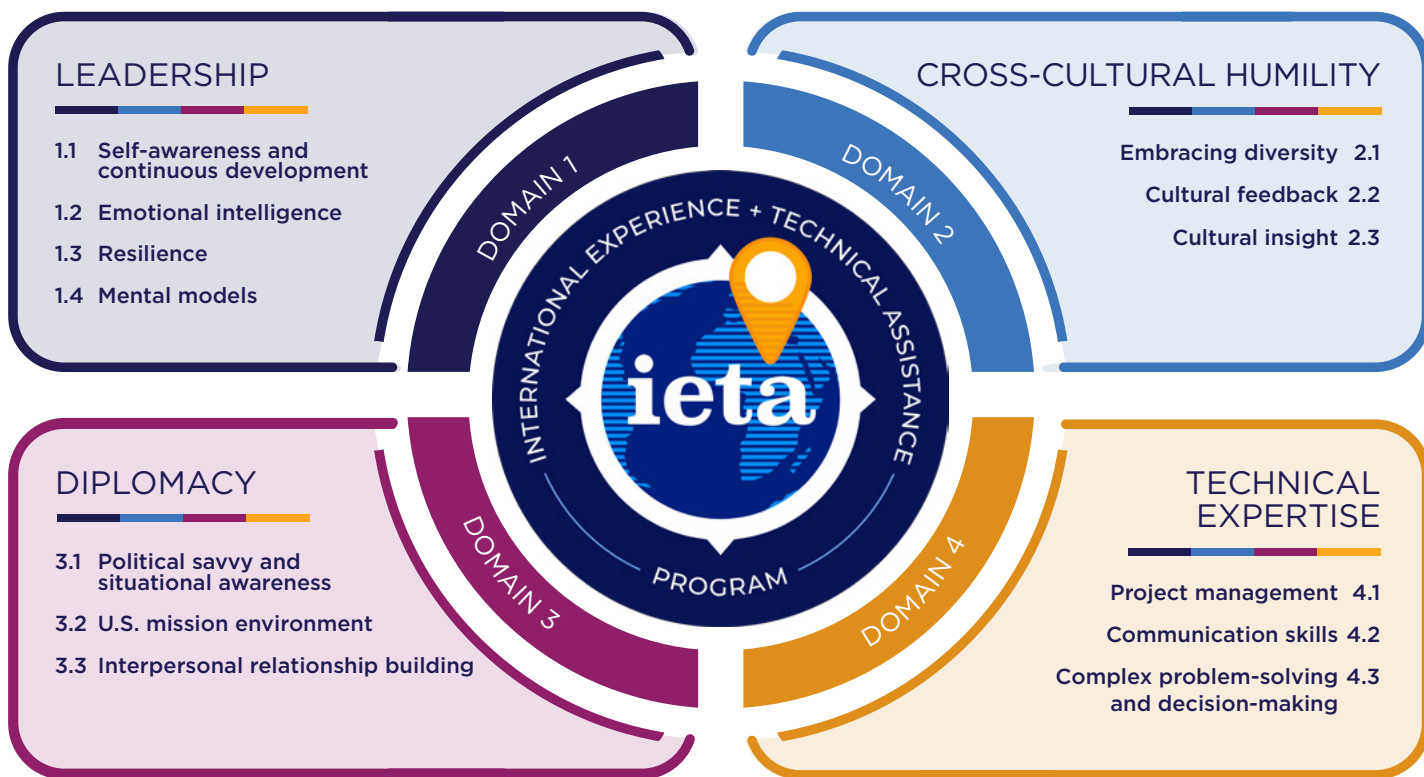
COMPETENCY MODEL

WHAT ARE IETA COMPETENCIES?

IETA competencies provide a framework for the training, assignments, and practical program activities and describe capabilities the participant should be able to demonstrate following program completion. Competencies are also core to the program planning and evaluation process and will continue to evolve to meet CDC’s expanding mission. This will contribute to building a cadre of skilled IETA alumni essential for supporting CDC’s global mission.

DEVELOPMENT OF THE IETA COMPETENCIES

The IETA competencies are divided into four domains (skillsets) and reflect input from the program’s key stakeholders including IETA alumni and supervisors of IETA participants. They were informed by a combination of CDC leadership competencies, the Council on Linkages Between Academia and Public Health Practice, and the peer-reviewed literature.^{i-vi}



References

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- vi. "Expert Panel on Cultural Competence Education for Students in Medicine and Public Health." *Cultural Competence Education for Students in Medicine and Public Health: Report of an Expert Panel*, Washington, D.C., July 2012. Association of American Medical Colleges and Association of Schools of Public Health <https://aspgh-wp-production.s3.us-east-1.amazonaws.com/app/uploads/2014/04/11-278-CulturCompet-Interactive-final.pdf>.
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For more information about the IETA competencies, visit IETA’s website at www.cdc.gov/globalhealth/ieta.





DOMAIN 1: LEADERSHIP

Develops and maintains effective working relationships by practicing self-awareness, emotional intelligence, flexibility, and resiliency; being growth-minded; and demonstrating respect for alternative approaches and perspectives.

1.1 Self-awareness and continuous development

Actively and consistently cultivates professional development.

1.2 Emotional intelligence

Is aware of, controls, and expresses one's emotions effectively, and handles interpersonal relationships judiciously and empathetically.

1.3 Resilience

Deals effectively with pressure and can perform effectively, even under adverse conditions.

1.4 Mental models

Challenges one's own mental model, accepts one's own role in problems and is open and flexible to different ways of seeing and doing.

DOMAIN 2: CROSS-CULTURAL HUMILITY

Actively uses cultural humility to build understanding with colleagues and partners and promote equity of individual perspectives, experiences, and identities. Demonstrates the ability to live, work, and interact with people across a wide variety of cultural and social backgrounds.

2.1 Embracing diversity

Interacts sensitively and professionally with persons from diverse cultural, educational, socioeconomic, racial, ethnic, and professional backgrounds.

2.2 Cultural feedback

Maintains an awareness of one's own behavior and considers the perspectives of others to resolve or avoid cultural issues or misinterpretations.

2.3 Cultural insight

Recognizes and actively considers other worldviews or perspectives in work products, interpersonal communications, and any other interactions with colleagues and external collaborators including arranging for interpreters to be present when necessary.

DOMAIN 3: DIPLOMACY

Makes oneself familiar with the U.S. mission environment, maintains situational awareness (including sensitive cultural, political, and policy nuances), and uses tact and diplomacy in establishing and building work relationships.

3.1 Political savvy and situational awareness

Maintains awareness of international current events and understands the sensitive nature of cultural (e.g., regional, national, organizational), political, and policy nuances and their impact on the design and implementation of public health programs.

3.2 U.S. mission environment

Recognizes the role of the U.S. Department of State overseas; understands the structure and operations of U.S. embassies and overseas programs; and is familiar with the processes for in-country travel, voucher submission, and reimbursement.

3.3 Interpersonal relationship building

Exercises tact, flexibility, courtesy, diplomacy, and resourcefulness in establishing and continuing work relationships with co-workers and external parties.

DOMAIN 4: TECHNICAL EXPERTISE

Within the complex country context, uses project management, communication, and problem-solving skills to foster optimal levels of work performance.

4.1 Project management

Seeks information, continuously monitors changes, identifies opportunities, shares information, and searches for new or innovative ways to solve problems and appropriately manage projects within the country context.

4.1 Communication skills

Prepares written and oral reports and presentations that communicate necessary information to professional audiences, policy makers, and/or the general public.

4.1 Complex problem-solving and decision-making

Understands the complexities associated with solving problems and making decisions in an often ambiguous global, multicultural context.