importance equally important

**Atlas of competences for civil servants**

**professional expertises, knowledge**
- ecological governance
- regarding for accountability tools
- awareness for quality
- organizational knowledge & understanding of managing process

**personal competences**
- open mind
- ethical approach

**social-communicative competences**
- encourage a citizen orientated culture
- managing groups for innovation and improvement
- to understand transparency in relation to the work
- building networks
- competence for feedback

**methodological competences, abilities**
- systematic/holistic view
- dealing effectively with performance problems
- integrated policies
- managing diversity

managing objectives, getting commitments
- competence to explain and convince leadership

promoting ICT processes
- implement strategy for developing the territorial policy

to understand effective methods for citizen participation
- to manage and communicate with social networks
- to manage and promote the public/private relationship
- giving support to development managing the process of change