



OFFICE OF
PERFORMANCE
EVALUATION

New Core Precepts FAQ

For reference, you may find a copy of [the new and existing Core Precepts](#) (which will still apply this rating cycle) on our SharePoint website.

Why is there such a significant overhaul to the Core Precepts this year?

- The previous Core Precepts have served us well. Just as the needs of the Service change, so too do the skills that we need to be successful in our careers - and the Core Precepts are routinely revised every three years to allow for these changes. GTM has made these revisions to be more reflective of the skills we need to meet the challenges of the 21st century. They include a concerted focus on diversity, equity, inclusion, and accessibility (DEIA) through a dedicated precept; increased emphasis on supervisory excellence; data literacy; career long learning and development; strategic risk taking; and institution building.

What are the key changes to the Core Precepts?

- In addition to the changes described above, we also amended the precepts for ease of use and readability – the new precepts are less redundant (there are now five instead of six), shorter, in an easier to read paragraph format, and eliminate the overlay of the three effectiveness areas. They are also more inclusive of all skill-codes, particularly specialists.

When will the new Core Precepts take effect?

- The new Core Precepts will go into effect for the next rating cycle (2022-2023), beginning April 2022. For the current 2021-2022 rating period, employees will use the existing 2018-2022 Core Precepts (see 21 STATE 127022 for additional details).

Why do the Core Precepts matter?

- Selection Boards use the precepts as the basis for tenure and promotion. Selection Board feedback indicates that the more employees link the impact of their work to the precepts, the easier it is for Selection Boards to determine if an employee is demonstrating the ability to operate successfully at the next level.

Are the new Core Precepts really going to be more inclusive of Specialists?

- GTM listened carefully to the Specialist corps and consulted closely with the American Foreign Service Association (AFSA) on this point. A key objective in revising the precepts was to make them more inclusive of all skill codes. Where certain sub-competencies appear to be more restricted to a specific skill-code, we have indicated that the sub-competency should apply “as appropriate.”

Is the new DEIA focused precept something everyone will be able to demonstrate?

- The new DEIA precept was drafted in concert with the Office of Diversity and Inclusion and AFSA and was written in a way so that each employee could demonstrate their contributions to that precept. For example, exhibiting cultural awareness, achieving goals through inclusive teamwork, showing support for workplace flexibilities, organizing programs and events to discuss actionable ways to advance DEIA, and working to ensure the workplace is accessible, are all ways in which any employee at any level can demonstrate a commitment to the principles of DEIA.

Is there any training I can do to understand the new Core Precepts better?

- GTM's Office of Performance Evaluation looks forward to offering webinars and training related to the new Core Precepts once they take effect in April 2022.