

Competency Profile

*GENERAL STAGE TECHNICIANS
(STAGE HANDS)*

A Competency Analysis

www.culturalhrc.ca

Recommended Skills for

General Stage Technicians (stage hands)

COMPETENCY PROFILE

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Canada

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...and to accomplish all of the above, **GENERAL STAGE TECHNICIANS** must be able to...:

- M. DEMONSTRATE COMMUNICATION SKILLS | 39
- N. DEMONSTRATE PERSONAL SKILLS | 40

INTRODUCTION

This document presents the outcomes of an occupational analysis (1) for **GENERAL STAGE TECHNICIANS (STAGE HANDS)**. It identifies the combined competencies that make up the work of General Stage Technicians.

This exercise has been initiated and coordinated by the Cultural Human Resources Council (CHRC) thanks to the financial support of the Government of Canada's Sector Council Program.

The Cultural Human Resources Council (www.culturalhrc.ca) is a national organization dedicated to strengthening Canada's cultural workforce and improving the HR environment within the cultural sector. It strives to be at the centre of vision and forward thinking in the area of cultural human resources development. CHRC members include self-employed artists, cultural workers and arts organizations from the many disciplines which comprise the sector.

This **Competency Profile** is to be used in conjunction with the **Chart of Competencies for GENERAL STAGE TECHNICIANS (STAGE HANDS)**.

The **Competency Chart** and **Profile** can be used by individuals to evaluate their own skills and to determine areas where they should pursue additional training. On a corporate level, this material can be applied in defining job profiles, developing competency-based professional development programs, negotiating and customizing training programs, developing career planning programs, recruitment profiles and individual position descriptions.

To order CHRC publications, including **The Art of Managing Your Career**, visit <http://www.culturalhrc.ca>, or write to: info@culturalhrc.ca

- (1) The expressions 'occupational analysis' and 'competency profile' are used interchangeably in this document

BACKGROUND

About the Stage Technician (stage hands) Profile

There is a significant diversity of productions, and the potential for a wide range of occupational titles, for those performing the tasks of a stage technician. The term 'stage technician' also represents a job category, therefore including a certain number of specialties : for instance, lighting and sound technicians both belong to this job category.

This analysis strictly focuses on the position of **general stage technician**. General stage technicians are also commonly referred to as "**stage hands**". They work in theatre, dance, opera, circus, film / television, and musical concerts. Their primary tasks are to load in, set up, run, strike and load out the production elements for live entertainment productions. They learn most of their skills on-the-job.

METHODOLOGY

The Cultural Human Resources Council has chosen the DACUM (Developing A CURriculum) model to conduct this analysis. One of the key features of DACUM is to rely on a group of expert practitioners to review all the competencies required to function effectively in a given occupation.

The combined **Chart of Competencies** and **Profile** present four levels of analysis:

1. A series of **General Areas of Competence**, more commonly called **GACs**. A GAC describes a major function or responsibility of a particular profession, trade or position. There are two types of GACs: **General Areas of Professional Competence** (GACs A to L inclusively) and **General Areas of General Competence** (GACs M and N).
2. Each GAC is further defined into **skills** (competencies). The skills, as well as the GACs, are identified in behavioral terms and thus begin with an action verb depicting the applied behavior.
3. Each skill is further analyzed into **subskills**. A subskill is an intermediate step between the whole skill and the detailed actions associated with practicing the skill.
4. A (non-exhaustive) series of **important actions** and **key general competencies** has been identified; these may be used as performance indicators, providing the criteria by which competence can be assessed.

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SUMMARY – CHART OF COMPETENCIES

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** MUST BE
ABLE TO:

PROFESSIONAL COMPETENCIES

A. LOAD IN / LOAD OUT PRODUCTION ELEMENTS

1. Direct truck docking
2. Load / unload trucks

B. ASSEMBLE / DISASSEMBLE PRODUCTION ELEMENTS

1. Interpret technical drawings and documents
2. Set up and strike scaffolding
3. Coil and run cables, wires and ropes
4. Distribute power
5. Perform visual inspection
6. Dress and mask production elements

C. ASSEMBLE / DISASSEMBLE STAGE CARPENTRY ELEMENTS

1. Set up and strike rigging elements
2. Set up and strike soft goods and masking
3. Set up and strike flown elements
4. Set up and strike stairs, ramps, balconies and platforms
5. Set up and strike automation systems
6. Set up and strike floors, decks and traps
7. Set up and strike flattage (walls)
8. Set up and strike set pieces

D. ASSEMBLE / DISASSEMBLE LIGHTING ELEMENTS

1. Lay out lighting position
2. Set up and strike dimming and control
3. Assemble lighting truss (booms, etc.)
4. Hang, position and strike fixtures and accessories
5. Plug in fixtures (and accessories)
6. Test circuits and troubleshoot
7. Focus conventional fixtures
8. Set up and strike follow spots

E. ASSEMBLE / DISASSEMBLE AUDIO, VISUAL AND SOUND ELEMENTS

1. Set up and strike speakers
2. Set up and strike consoles
3. Set up and strike racks
4. Set up and strike microphones, stands, musical equipment
5. Set up and strike peripherals
6. Set up and strike inter communication systems
7. Set up and strike projectors
8. Assemble screens
9. Set up and strike video equipment
10. Test systems and troubleshoot

F. ASSEMBLE / DISASSEMBLE PROPS ELEMENTS

1. Position and organize props
2. Set up and strike wardrobe and performers requirements
3. Lay floor coverings
4. Set up and strike furniture, hand props and decor
5. Secure weapons
6. Prepare food and beverages
7. Set up and strike orchestra physical elements
8. Set up and strike musical instruments / band gear
9. Ensure clean and safe work environment

G. ASSEMBLE / DISASSEMBLE SPECIAL EFFECTS

1. Set up and strike atmospheric special effects (smoke, fog and haze)
2. Set up and strike mechanical special effects
3. Set up and strike live sound special effects
4. Set up and strike pyrotechnic special effects
5. Set up and strike fire and flame special effects

H. EXECUTE REHEARSALS AND PERFORMANCES

1. Identify chain of command
2. Identify required tools, equipment and techniques
3. Record notes for cue sheets and techniques
4. Set / identify spike marks
5. Execute pre-show protocol
6. Execute cues
7. Make adjustments / modifications
8. Perform post show duties

I. TROUBLESHOOT PRODUCTION ELEMENTS

1. Identify the problem
2. Determine course of action
3. Inform supervisor
4. Fix the problem

J. MAINTAIN / REPAIR PRODUCTION AND VENUE ELEMENTS AND EQUIPMENT

1. Maintain stage carpentry elements
2. Maintain / repair electrical and lighting equipment
3. Maintain / repair audio-visual and sound equipment
4. Maintain / repair props
5. Maintain / repair special effects

K. OPERATE TOOLS AND EQUIPMENT

1. Operate material handling equipment
2. Operate personnel lifts
3. Use ladders
4. Use scaffolds
5. Operate intercoms and walkie-talkies
6. Use personal protective equipment
7. Use fall protection equipment
8. Operate rigging / equipment
9. Use knots and ropes
10. Operate sound, lighting automation consoles
11. Operate fly systems
12. Operate follow spots
13. Operate special effect devices
14. Use general purpose hand tools
15. Operate conventional power tools
16. Use testing equipment (e.g. multimeter)
17. Operate soldering / welding equipment
18. Use specialty tools
19. Use wardrobe tools and equipment
20. Use fasteners
21. Use adhesives, fillers, paints and solvents
22. Use sprayers and paint equipment
23. Use cleaning equipment
24. Operate food preparation equipment

SUMMARY – CHART OF COMPETENCIES

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** MUST
BE ABLE TO:

L. COMPLY WITH LAWS, REGULATIONS, POLICIES AND BEST PRACTICES

1. Ensure safe work environment
2. Execute emergency procedures
3. Comply with fire code
4. Comply with electrical code
5. Comply with fall arrest
6. Comply with firearms and pyrotechnics regulations
7. Comply with WHMIS
8. Comply with compressed gas regulations and best practices
9. Comply with health and safety laws, regulations and best practices
10. Comply with employment standards and contracts
11. Comply with HR policies

GENERAL COMPETENCIES**M. DEMONSTRATE COMMUNICATION SKILLS**

1. Speak in a clear and concise manner
2. Practice active listening
3. Use / interpret hand signals
4. Take notes
5. Label equipment
6. Practice head set protocol
7. Practice radio protocol
8. Share and transfer knowledge and expertise

N. DEMONSTRATE PERSONAL SKILLS

1. Take direction
2. Practice stage etiquette
3. Demonstrate situational awareness
4. Function as part of a team
5. Demonstrate analytical skills
6. Demonstrate mechanical aptitude
7. Demonstrate sensitivity to artistic work
8. Demonstrate physical and mental stamina and endurance
9. Practice punctuality

(N. CONT'D)

10. Meet deadlines
11. Practice self-discipline
12. Practice personal hygiene
13. Recognize one's physical limitations
14. Work at heights
15. Work in confined spaces
16. Work in the dark
17. Demonstrate problem solving skills
18. Exercise creative thinking
19. Demonstrate a sense of humour
20. Maintain concentration
21. Pay attention to details
22. Prioritize
23. Demonstrate flexibility, adaptability and availability
24. Respect others' physical limitations
25. Stay current

Competency Profile

**General Stage
Technicians
(stage hands)**
must be able to...



A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

A. LOAD IN / LOAD OUT PRODUCTION ELEMENTS

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Direct truck docking	<p>1.1 Ensure a safe and clear / level loading area, confirm location and make sure site is free of hazards (snow / ice / water)</p> <p>1.2 Assist driver with basic hand signals</p>	<ul style="list-style-type: none"> • Clear debris • Place pylons 	<ul style="list-style-type: none"> • USE / INTERPRET HAND SIGNALS (M3) • DEMONSTRATE SITUATIONAL AWARENESS (N3)
2. Load / unload trucks	<p>2.1 Select / apply appropriate equipment (plates, ramps, lift gates, fork lifts)</p> <p>2.2 Secure / unsecure production elements (remove straps, load bars / chocks)</p> <p>2.3 Select and apply handling techniques</p>	<ul style="list-style-type: none"> • Remove / apply ratchet straps, load bars, chocks • Remove / apply packing blankets, subfloors • Recognize physical properties of production elements (e.g. heavy, fragile) • Use appropriate tools, equipment and manpower 	<ul style="list-style-type: none"> • PRACTICE PERSONAL HYGIENE (N12) • RECOGNIZE ONE'S PHYSICAL LIMITATIONS (N13)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

**B. ASSEMBLE /
DISASSEMBLE
PRODUCTION
ELEMENTS**

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Interpret technical drawings and documents	1.1 Select relevant information	<ul style="list-style-type: none"> • Generate material and equipment lists 	<ul style="list-style-type: none"> • USE INDUSTRY TERMINOLOGY (M1) • SHARE AND TRANSFER KNOWLEDGE AND EXPERTISE (M8)
	1.2 Relate information to venue	<ul style="list-style-type: none"> • Identify contradictions • Reconcile contradictions 	
2. Set up and strike scaffolding	2.1 Prepare site	<ul style="list-style-type: none"> • Establish / confirm position and dimensions • Gather tools / materials • Make sure site is free of debris and hazards 	<ul style="list-style-type: none"> • FUNCTION AS PART OF A TEAM (N4) • WORK AT HEIGHTS (N14)
	2.2 Assemble / disassemble components	<ul style="list-style-type: none"> • Install and level footings • Install pieces in proper order • Ensure safety of installation 	
3. Coil and run cables, wires and ropes	3.1 Select appropriate cable, wire and rope	<ul style="list-style-type: none"> • Determine purpose • Adhere to industry standards 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • DEMONSTRATE SITUATIONAL AWARENESS (N3)
	3.2 Determine route and location	<ul style="list-style-type: none"> • Consider safety issues • Consider traffic patterns • Consider efficiency 	
	3.3 Apply appropriate handling techniques	<ul style="list-style-type: none"> • Apply proper coiling and uncoiling techniques 	
	3.4 Dress and secure cables, wires and ropes as directed		
4. Distribute power	4.1 Locate source	<ul style="list-style-type: none"> • Consult knowledgeable parties • Interpret relevant documents 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • PAY ATTENTION TO DETAILS (N21)
	4.2 Identify where and how much power is needed	<ul style="list-style-type: none"> • Consult knowledgeable parties • Interpret relevant documents 	
	4.3 Employ delivery devices (quad box, disconnect, cable)	<ul style="list-style-type: none"> • Observe accepted relevant codes • Secure connections (plugs, strain relief, etc.) 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

B. ASSEMBLE / DISASSEMBLE PRODUCTION ELEMENTS
(cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
5. Perform visual inspection	<p>5.1 Check condition of production elements</p> <p>5.2 Note potential deficiencies</p> <p>5.3 Communicate deficiencies to appropriate parties</p>		<ul style="list-style-type: none"> • DEMONSTRATE ANALYTICAL SKILLS (N5) • PAY ATTENTION TO DETAILS (N21)
6. Dress and mask production elements	<p>6.1 Identify sight lines</p> <p>6.2 Determine appropriate masking method</p> <p>6.3 Implement solutions</p>	<ul style="list-style-type: none"> • Consult relevant documents • Consult knowledgeable parties • Rely on personal observation • Consult affected parties • Consult relevant documents • Perform personal assessment and suggest best masking method • Gather required tools and material • Proceed as agreed 	<ul style="list-style-type: none"> • DEMONSTRATE SENSITIVITY TO ARTISTIC WORK (N7) • DEMONSTRATE PROBLEM SOLVING SKILLS (N17)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

**C. ASSEMBLE / DISASSEMBLE
STAGE
CARPENTRY ELEMENTS**

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Set up and strike rigging elements	1.1 Lay out rigging points	<ul style="list-style-type: none"> • Gather tools and rigging hardware • Run motor power and control • Assemble dead hangs and bridles 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • FUNCTION AS PART OF A TEAM (N4) • PAY ATTENTION TO DETAILS (N21)
	1.2 Hang points	<ul style="list-style-type: none"> • Comply with industry specifications • Use techniques appropriate to venue or situation 	
	1.3 Attach safety points	<ul style="list-style-type: none"> • Comply with industry specifications • Use techniques appropriate to venue or situation 	
	1.4 Take down points	<ul style="list-style-type: none"> • Crate motors • Run out motor chain 	
2. Set up and strike soft goods and masking	2.1 Gather and position needed sizes	<ul style="list-style-type: none"> • Fold and unfold as per standard practice • Tie and untie to pipe / batten as per standard practice • Weight / dress soft goods (pipe, chain, stretch, etc.) 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • MAINTAIN CONCENTRATION (N20)
	2.2 Fly in and out	<ul style="list-style-type: none"> • Load and unload counterweight • Label fly rail and mark trims • Level masking and tie off • Spot sheaves and run or dead hang lines 	
	2.3 Assemble pipe and drape		
3. Set up and strike flown elements	3.1 Assemble pieces	<ul style="list-style-type: none"> • Gather and position pieces • Gather and attach flying hardware to specifications 	<ul style="list-style-type: none"> • DEMONSTRATE MECHANICAL APTITUDE (N6) • PAY ATTENTION TO DETAILS (N21)
	3.2 Fly in and out	<ul style="list-style-type: none"> • Attach element to pipe / batten / truss as directed • Load and unload counterweight • Control out of balance linesets • Attach bumpers, breast lines, and trip lines • Adjust for level • Label fly rail and mark trims 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

**C. ASSEMBLE / DISASSEMBLE
STAGE
CARPENTRY ELEMENTS
(cont'd)**

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
4. Set up and strike stairs, ramps, balconies and platforms	4.1 Gather and position pieces	<ul style="list-style-type: none"> • Interpret technical drawings (see B.1) • Place pieces as directed 	<ul style="list-style-type: none"> • DEMONSTRATE MECHANICAL APTITUDE (N6) • PAY ATTENTION TO DETAILS (N21)
	4.2 Assemble and disassemble	<ul style="list-style-type: none"> • Gather hardware and tools • Attach and remove legs or support structure as designed • Elevate into position according to best practices • Assemble and disassemble safety and / or hand rails • Attach to other scenic elements and / or remove as designed 	
5. Set up and strike automation systems	5.1 Gather and position equipment as directed	<ul style="list-style-type: none"> • Secure equipment as directed • Set up control as directed 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • DEMONSTRATE MECHANICAL APTITUDE (N6)
	5.2 Distribute power (see B.4)		
	5.3 Assemble and disassemble		
6. Set up and strike floors, decks and traps	6.1 Gather and position pieces	<ul style="list-style-type: none"> • Interpret technical drawings (see B.1) • Place pieces as directed 	<ul style="list-style-type: none"> • DEMONSTRATE PROBLEM SOLVING SKILLS (N17) • PAY ATTENTION TO DETAILS (N21)
	6.2 Assemble and disassemble	<ul style="list-style-type: none"> • Gather hardware and tools • Assemble and disassemble safety and / or hand rails • Level decks and flooring 	
7. Set up and strike flattage (walls)	7.1 Gather and position pieces	<ul style="list-style-type: none"> • Interpret technical drawings (see B.1) • Place pieces as directed 	<ul style="list-style-type: none"> • DEMONSTRATE MECHANICAL APTITUDE (N6) • PAY ATTENTION TO DETAILS (N21)
	7.2 Assemble and disassemble	<ul style="list-style-type: none"> • Gather hardware and tools • Attach and remove stiffeners and braces / jacks • Use proper handling techniques • Attach / install architectural elements (doors, windows, mouldings) 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

**C. ASSEMBLE / DISASSEMBLE
STAGE
CARPENTRY ELEMENTS
(cont'd)**

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
8. Set up and strike set pieces	<ul style="list-style-type: none"> <li data-bbox="474 456 905 483">8.1 Assemble and disassemble <li data-bbox="474 532 905 560">8.2 Place pieces as directed <li data-bbox="474 581 905 609">8.3 Connect pieces as designed <li data-bbox="474 630 905 686">8.4 Use appropriate handling techniques <li data-bbox="474 708 905 764">8.5 Establish path and storage requirements 	<ul style="list-style-type: none"> <li data-bbox="926 456 1524 483">• Interpret technical drawings (see B.1) 	<ul style="list-style-type: none"> <li data-bbox="1545 456 1980 483">• TAKE DIRECTION (N1) <li data-bbox="1545 483 1980 532">• DEMONSTRATE MECHANICAL APTITUDE (N6)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

D. ASSEMBLE / DISASSEMBLE LIGHTING ELEMENTS

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Lay out lighting position	1.1 Confirm position and type of fixture	<ul style="list-style-type: none"> • Interpret paperwork (plot and installation schedule) 	<ul style="list-style-type: none"> • USE INDUSTRY TERMINOLOGY (M1) • TAKE DIRECTION (N1)
	1.2 Mark positions on pipe or truss	<ul style="list-style-type: none"> • Interpret paperwork (plot and installation schedule) • Physically mark pipe to industry standards 	
	1.3 Select fixtures and accessories	<ul style="list-style-type: none"> • Interpret paperwork (plot and installation schedule) 	
	1.4 Prepare gel, gobos and other accessories	<ul style="list-style-type: none"> • Interpret plot and paperwork • Cut / pull gel to specifications • Install gobos into holders • Gather accessories 	
2. Set up and strike dimming and control	2.1 Position dimmers and control	<ul style="list-style-type: none"> • Confirm position of dimmers and control • Unpack dimmers and control 	<ul style="list-style-type: none"> • LABEL EQUIPMENT (M5) • TAKE DIRECTION (N1)
	2.2 Plug in dimmers	<ul style="list-style-type: none"> • Run feeder as directed • Make correct connections • Meter power to specifications • Perform hand patch as directed • Address dimmers as directed 	
	2.3 Plug in control	<ul style="list-style-type: none"> • Run snake as directed • Make correct connections (peripherals, DMX, Ethernet) • Address peripherals as directed 	
3. Assemble lighting truss (booms, etc.)	3.1 Position truss and booms	<ul style="list-style-type: none"> • Confirm position • Gather tools and materials 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • FUNCTION AS PART OF A TEAM (N4)
	3.2 Assemble / disassemble components	<ul style="list-style-type: none"> • Install / bolt components together to specifications • Ensure safety of installation 	
	3.3 Attach truss to rigging	<ul style="list-style-type: none"> • Attach spansets as directed • Attach lifelines fall arrest system and ladders as directed 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

**D. ASSEMBLE /
DISASSEMBLE
LIGHTING ELEMENTS
(cont'd)**

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
4. Hang, position and strike fixtures and accessories	4.1 Secure fixture to pipe truss or boom	<ul style="list-style-type: none"> • Attach safeties per specifications • Tighten primary attachment (C-Clamp) 	<ul style="list-style-type: none"> • USE INDUSTRY TERMINOLOGY (M1) • PAY ATTENTION TO DETAILS (N21)
	4.2 Prepare fixture for focus	<ul style="list-style-type: none"> • Perform rough focus as directed • Pull shutters / unlock fixture 	
	4.3 Install accessories	<ul style="list-style-type: none"> • Install gobos and iris • Install fixed accessories • Open barn doors • Install moving accessories 	
	4.4 Strike fixtures and accessories	<ul style="list-style-type: none"> • Store accessories as directed • Push in shutters / lock fixtures • Store fixtures securely as directed 	
	4.5 Install practical and self powered fixtures	<ul style="list-style-type: none"> • Confirm position 	
	4.6 Install running lights (q-lights, etc.)	<ul style="list-style-type: none"> • Confirm position 	
5. Plug in fixtures (and accessories)	5.1 Determine power source	<ul style="list-style-type: none"> • Interpret plot and paperwork 	<ul style="list-style-type: none"> • LABEL EQUIPMENT (M5) • PAY ATTENTION TO DETAILS (N21)
	5.2 Select and run appropriate cable	<ul style="list-style-type: none"> • Identify correct cable type • Dress cable according to best practice 	
	5.3 Make correct connections	<ul style="list-style-type: none"> • Identify connector / connection types 	
	5.4 Document information	<ul style="list-style-type: none"> • Label cable and fixtures as directed • Record circuit numbers on plot 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be **D. ASSEMBLE / DISASSEMBLE LIGHTING ELEMENTS (cont'd)** able to :

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
6. Test circuits and troubleshoot	6.1 Follow test procedure	<ul style="list-style-type: none"> Energize individual circuit (flash through) 	<ul style="list-style-type: none"> DEMONSTRATE ANALYTICAL SKILLS (N5) DEMONSTRATE PROBLEM SOLVING SKILLS (N17)
	6.2 Identify potential problem	<ul style="list-style-type: none"> Check shutters or barn doors are open Check lamp Check patch Check cable (plugged correctly, or damaged) Check breaker at dimmer (load or damaged equipment) 	
	6.3 Fix the problem	<ul style="list-style-type: none"> Replace lamp to specifications Repatch, replug or replace, repair cable to specifications Open shutters or barn doors Reset dimmer or repair equipment 	
7. Focus conventional fixtures	7.1 Prepare for focus	<ul style="list-style-type: none"> Gather tools Loosen pan and tilt functions Follow appropriate safety procedures 	<ul style="list-style-type: none"> TAKE DIRECTION (N1) WORK AT HEIGHTS (N14)
	7.2 Adjust fixture	<ul style="list-style-type: none"> Point fixture as directed Lock pan and tilt functions Alter beam shape, size and focus under direction 	
8. Set up and strike follow spots	8.1 Position followspot	<ul style="list-style-type: none"> Confirm position Set up fall arrest as per specifications 	<ul style="list-style-type: none"> FUNCTION AS PART OF A TEAM (N4) DEMONSTRATE MECHANICAL APTITUDE (N6)
	8.2 Assemble followspot	<ul style="list-style-type: none"> Put fixture on stand Level stand Plug in followspot Test and trouble shoot fixture 	
	8.3 Adjust followspot	<ul style="list-style-type: none"> Align and trim followspot Load colour as directed 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

E. ASSEMBLE / DISASSEMBLE AUDIO, VISUAL AND SOUND ELEMENTS

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Set up and strike speakers	<p>1.1 Confirm position of speakers / monitors</p> <p>1.2 Pack / unpack speakers / monitors</p> <p>1.3 Install speakers / monitors</p> <p>1.4 Plug in speakers / monitors</p>	<ul style="list-style-type: none"> • Interpret paperwork • Organize and locate cases, dollies and covers • Hang / place / mount as directed • Focus speakers • Attach restraints / safeties per specifications • Spike monitor position • Run speaker / monitor cable • Dress speaker / monitor cable according to best practices • Make correct connections 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • FUNCTION AS PART OF A TEAM (N4)
2. Set up and strike consoles	<p>2.1 Position consoles</p> <p>2.2 Plug in consoles</p>	<ul style="list-style-type: none"> • Confirm position of consoles • Set up / adapt foh position as directed • Unpack and place consoles • Run snake as directed (see B.3) • Patch snake as directed • Label as directed 	<ul style="list-style-type: none"> • PRACTICE ACTIVE LISTENING (M2) • TAKE DIRECTION (N1)
3. Set up and strike racks	<p>3.1 Position the racks</p> <p>3.2 Plug in racks</p>	<ul style="list-style-type: none"> • Confirm position of racks • Unpack racks • Run feeder as directed • Make correct connections 	<ul style="list-style-type: none"> • PRACTICE ACTIVE LISTENING (M2) • TAKE DIRECTION (N1)
4. Set up and strike microphones, stands, musical equipment	<p>4.1 Position components</p>	<ul style="list-style-type: none"> • Interpret paperwork • Select and assemble relevant components • Adjust stands as directed • Spike positions 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • DEMONSTRATE SITUATIONAL AWARENESS (N3)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

E. ASSEMBLE / DISASSEMBLE AUDIO, VISUAL AND SOUND ELEMENTS (cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
4. Set up and strike microphones, stands, musical equipment (cont'd)	4.2 Plug in components	<ul style="list-style-type: none"> • Run subsnakes and microphone cable • Run stage power (see B.4) • Run cable for musical equipment • Label all connections as directed • Dress all cable as per best practices 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • DEMONSTRATE SITUATIONAL AWARENESS (N3)
5. Set up and strike peripherals	5.1 Install wireless audio systems	<ul style="list-style-type: none"> • Position systems as directed • Plug in and patch systems as directed • Label systems as directed • Assemble mic packs 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • PAY ATTENTION TO DETAILS (N21)
	5.2 Install playback equipment	<ul style="list-style-type: none"> • Position playback equipment as directed • Plug in and patch playback equipment as directed • Label equipment as directed 	
6. Set up and strike inter communication systems	6.1 Establish position	<ul style="list-style-type: none"> • Consult relevant parties 	<ul style="list-style-type: none"> • LABEL EQUIPMENT (M5) • PAY ATTENTION TO DETAILS (N21)
	6.2 Install inter communication system (Clearcom)	<ul style="list-style-type: none"> • Install base unit • Assemble belt packs • Lay out units • Plug and run cable (see B.3) • Label units 	
	6.3 Install radio system	<ul style="list-style-type: none"> • Install base unit • Plug in and charge units • Label units 	
	6.4 Test / T.S. systems (see E.10)		
7. Set up and strike projectors	7.1 Confirm position	<ul style="list-style-type: none"> • Interpret paperwork • Consult relevant parties 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • FUNCTION AS PART OF A TEAM (N4)
	7.2 Pack / unpack projectors	<ul style="list-style-type: none"> • Organize and locate cases 	
	7.3 Install projectors	<ul style="list-style-type: none"> • Hang / place / mount as directed • Focus projector • Install media • Attach restraints or safeties per specifications 	
	7.4 Plug in projector	<ul style="list-style-type: none"> • Run projector cables • Dress cables according to best practices 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

E. ASSEMBLE / DISASSEMBLE AUDIO, VISUAL AND SOUND ELEMENTS (cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
8. Assemble screens	8.1 Confirm position	<ul style="list-style-type: none"> • Interpret paperwork • Consult relevant parties 	<ul style="list-style-type: none"> • DEMONSTRATE MECHANICAL APTITUDE (N6) • PAY ATTENTION TO DETAILS (N21)
	8.2 Pack / unpack frame and screen		
	8.3 Build frame and attach screen	<ul style="list-style-type: none"> • Stand up and secure to stage / deck • Attach to rigging as per specifications • Mask as needed 	
	8.4 Assemble video walls as directed	<ul style="list-style-type: none"> • Stand up and secure to stage / deck • Attach to rigging as per specifications • Mask as needed 	
9. Set up and strike video equipment	9.1 Confirm position	<ul style="list-style-type: none"> • Interpret paperwork • Consult relevant parties 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • PAY ATTENTION TO DETAILS (N21)
	9.2 Pack / unpack video equipment	<ul style="list-style-type: none"> • Organize and locate cases 	
	9.3 Install video equipment	<ul style="list-style-type: none"> • Hang / place / mount as directed • Secure and level to specifications 	
	9.4 Connect cables	<ul style="list-style-type: none"> • Run and dress cables according to best practices 	
10. Test systems and troubleshoot	10.1 Follow test procedure	<ul style="list-style-type: none"> • Check microphones • Check speakers and monitors • Check projectors • Check video equipment 	<ul style="list-style-type: none"> • DEMONSTRATE ANALYTICAL SKILLS (N5) • DEMONSTRATE PROBLEM SOLVING SKILLS (N17)
	10.2 Identify potential problem	<ul style="list-style-type: none"> • Check cable plugged correctly or damaged • Check projector lamp • Check batteries • Check patch 	
	10.3 Fix the problem	<ul style="list-style-type: none"> • Correct patch as directed • Replug, replace or repair cable to specifications • Replace lamp to specifications • Replace batteries 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

**F. ASSEMBLE /
DISASSEMBLE
PROPS ELEMENTS**

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Position and organize props	1.1 Pack / unpack properties	<ul style="list-style-type: none"> Organize / locate cases and packing materials 	<ul style="list-style-type: none"> DEMONSTRATE SENSITIVITY TO ARTISTIC WORK (N7) PRIORITIZE (N22)
	1.2 Confirm location	<ul style="list-style-type: none"> Consult with stage management and other departments Observe / respect traffic patterns Make work environment safe 	
	1.3 Install prop tables, shelves and racks	<ul style="list-style-type: none"> Label tables, shelves and racks Organize properties efficiently 	
	1.4 Organize prop consumables		
2. Set up and strike wardrobe and performers requirements	2.1 Place wardrobe and equipment	<ul style="list-style-type: none"> Consult relevant parties Assemble and install racks as directed Open and unpack wardrobe cases as directed Install washers and driers as directed Place wardrobe racks and equipment 	<ul style="list-style-type: none"> TAKE DIRECTION (N1) DEMONSTRATE SENSITIVITY TO ARTISTIC WORK (N7)
	2.2 Install change booths	<ul style="list-style-type: none"> Assemble change booth as directed Install mirrors, lights, fans, chairs, cots and carpet as directed 	
	2.3 Place water and performers requirements as directed		
3. Lay floor coverings	3.1 Determine location	<ul style="list-style-type: none"> Interpret drawings / confirm location 	<ul style="list-style-type: none"> TAKE DIRECTION (N1) FUNCTION AS PART OF A TEAM (N4)
	3.2 Clean playing area		
	3.3 Install floor coverings	<ul style="list-style-type: none"> Install floor coverings using appropriate techniques Organize tools and materials 	
	3.4 Perform visual inspection (see B.5)		

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

F. ASSEMBLE / DISASSEMBLE PROPS ELEMENTS (cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
4. Set up and strike furniture, hand props and decor	4.1 Assemble / disassemble props	<ul style="list-style-type: none"> • Assemble tools and materials • Interpret drawings / instructions • Perform visual mechanical inspection 	<ul style="list-style-type: none"> • DEMONSTRATE SENSITIVITY TO ARTISTIC WORK (N7) • PRIORITIZE (N22)
	4.2 Dress set	<ul style="list-style-type: none"> • Install decor to specifications • Install furniture and stationary props • Install and test gags and tricks • Dress miscellaneous visual flaws 	
5. Secure weapons	5.1 Determine appropriate storage	<ul style="list-style-type: none"> • Observe / obey rules and regulations 	<ul style="list-style-type: none"> • PRACTICE STAGE ETIQUETTE (N2) • MAINTAIN CONCENTRATION (N20)
	5.2 Determine appropriate handling and transport	<ul style="list-style-type: none"> • Consult with cast, crew and relevant parties • Practice safe handling techniques 	
	5.3 Establish safe work routines	<ul style="list-style-type: none"> • Perform safe load / unload routines • Perform safe testing routines • Perform safe cleaning routines 	
6. Prepare food and beverages	6.1 Organize food preparation workspace	<ul style="list-style-type: none"> • Organize tools and materials supplies • Organize fresh food and dry goods 	<ul style="list-style-type: none"> • PRACTICE PERSONAL HYGIENE (N12) • PAY ATTENTION TO DETAILS (N21)
	6.2 Observe proper hygiene	<ul style="list-style-type: none"> • Ensure safe preparation techniques • Apply appropriate storage • Apply appropriate serving techniques • Maintain clean work environment 	
	6.3 Prepare food properties	<ul style="list-style-type: none"> • Use appropriate dyes, compounds ingredients • Use suitable containers, vessels and utensils • Follow recipes and instructions 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

F. ASSEMBLE / DISASSEMBLE PROPS ELEMENTS
(cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
7. Set up and strike orchestra physical elements	7.1 Interpret orchestra plot (see B.1)		<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • DEMONSTRATE SENSITIVITY TO ARTISTIC WORK (N7)
	7.2 Distribute risers and safety equipment	<ul style="list-style-type: none"> • Secure and level risers • Install chair / safety rails 	
	7.3 Distribute music stands and lights	<ul style="list-style-type: none"> • Distribute power (see B.4) • Place music stand to performers requirements • Plug and test music stand lights • Gel and focus lights 	
	7.4 Distribute chairs and stools as directed		
	7.5 Place musical instruments as directed		
	7.6 Prepare pit	<ul style="list-style-type: none"> • Remove pit lid • Install pit net 	
8. Set up and strike musical instruments / band gear	8.1 Distribute carpet, stools and chairs as directed		<ul style="list-style-type: none"> • PRACTICE ACTIVE LISTENING (M2) • DEMONSTRATE A SENSE OF HUMOR (N19)
	8.2 Distribute sound equipment as directed (see E.4)		
	8.3 Assemble and place musical instruments as directed		
	8.4 Distribute stage power as directed (see B.4)		
9. Ensure clean and safe work environment	9.1 Utilize required tools and materials	<ul style="list-style-type: none"> • Gather cleaning products and supplies equipment • Gather personal safety equipment • Distribute and maintain waste receptacles 	<ul style="list-style-type: none"> • PRACTICE STAGE ETIQUETTE (N2) • PAY ATTENTION TO DETAILS (N21)
	9.2 Install safety equipment	<ul style="list-style-type: none"> • Install warning and glow tape • Install chair and safety rails • Install foam, carpets mats 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

**G. ASSEMBLE /
DISASSEMBLE
SPECIAL EFFECTS**

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Set up and strike atmospheric special effects (smoke, fog and haze)	<p>1.1 Install equipment</p> <p>1.2 Ensure safety procedures</p> <p>1.3 Test / troubleshoot equipment</p>	<ul style="list-style-type: none"> • Position equipment as directed • Plug in equipment as directed • Load material as directed • Keep area clean • Wear appropriate protective gear 	<ul style="list-style-type: none"> • PRACTICE STAGE ETIQUETTE (N2) • PAY ATTENTION TO DETAILS (N21)
2. Set up and strike mechanical special effects	<p>2.1 Install drop effects (snow bags, leaf kabuki, drop, etc.)</p> <p>2.2 Install scenic effects (book drops, door opening, etc.)</p> <p>2.3 Ensure safe environment</p> <p>2.4 Test / troubleshoot effects</p>	<ul style="list-style-type: none"> • Attach effect to flying element as directed • Load material as directed • Prepare / set effect into ready position • Position effect to scenic element as directed • Prepare / set effect into ready position • Ensure effect in safe position 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • PAY ATTENTION TO DETAILS (N21)
3. Set up and strike live sound special effects	<p>3.1 Install effect components</p> <p>3.2 Ensure safety (see F.5)</p> <p>3.3 Test / troubleshoot components</p>	<ul style="list-style-type: none"> • Position components as directed • Plug in effect • Load effect (see F.5.3, re: gun) • Wear appropriate protective gear • Keep area clear and clean 	<ul style="list-style-type: none"> • EXERCISE CREATIVE THINKING (N18) • PAY ATTENTION TO DETAILS (N21)
4. Set up and strike pyrotechnic special effects	<p>4.1 Position effect</p> <p>4.2 Plug in as directed</p> <p>4.3 Ensure safety procedures</p> <p>4.4 Test / troubleshoot effects</p>	<ul style="list-style-type: none"> • Determine exact location • Gather safety equipment • Keep area clear and clean 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • PAY ATTENTION TO DETAILS (N21)
5. Set up and strike fire and flame special effects	<p>5.1 Install effect components</p> <p>5.2 Ensure safety procedures</p>	<ul style="list-style-type: none"> • Position components as directed • Load effect as directed • Plug in effect as directed • Gather safety equipment 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • PAY ATTENTION TO DETAILS (N21)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

H. EXECUTE REHEARSALS AND PERFORMANCES

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Identify chain of command	1.1 Ascertain department affiliation	<ul style="list-style-type: none"> • Refer to documentation (call sheet) 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • FUNCTION AS PART OF A TEAM (N4)
	1.2 Familiarize one self with organizational structure	<ul style="list-style-type: none"> • Confirm immediate supervisor 	
2. Identify required tools, equipment and techniques	2.1 Determine nature of action (what is cue)	<ul style="list-style-type: none"> • Consult knowledgeable parties • Determine area of personal responsibility • Integrate personal experience 	<ul style="list-style-type: none"> • DEMONSTRATE ANALYTICAL SKILLS (N5) • DEMONSTRATE PROBLEM SOLVING SKILLS (N17)
	2.2 Determine course of action (how do we do the cue)	<ul style="list-style-type: none"> • Consult with knowledgeable parties • Review / revise documentation • Integrate personal experience 	
3. Record notes for cue sheets or checklists	3.1 Obtain information on the execution, timing and content of cues	<ul style="list-style-type: none"> • Integrate rehearsal experiences • Review available documentation (cue, track sheets, etc.) 	<ul style="list-style-type: none"> • PRACTICE ACTIVE LISTENING (M2) • TAKE NOTES (M4) • PAY ATTENTION TO DETAILS (N21)
	3.2 Determine recording protocol	<ul style="list-style-type: none"> • Consult knowledgeable parties • Consult with relevant parties • Integrate personal experience 	
	3.3 Confirm information as recorded	<ul style="list-style-type: none"> • Confer with relevant parties 	
4. Set / identify spike marks	4.1 Determine position of marks	<ul style="list-style-type: none"> • Consult knowledgeable parties • Review documentation • Integrate personal experience 	<ul style="list-style-type: none"> • TAKE DIRECTION (N1) • PAY ATTENTION TO DETAILS (N21)
	4.2 Affix and maintain marks	<ul style="list-style-type: none"> • Gather supplies • Ensure continual integrity of marks 	
5. Execute pre-show protocol	5.1 Execute pre-show check (test)	<ul style="list-style-type: none"> • Refer to documentation • Test systems relevant to department • Confirm intercom integrity • Confirm other methods of communication (hand, sight) • Replenish consumables 	<ul style="list-style-type: none"> • PAY ATTENTION TO DETAILS (N21) • PRIORITIZE (N22)
	5.2 Perform pre set	<ul style="list-style-type: none"> • Refer to documentation • Perform duties relevant to department • Confirm completion of checklist 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

H. EXECUTE REHEARSALS AND PERFORMANCES
(cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
6. Execute cues	6.1 Refer to documentation		<ul style="list-style-type: none"> • PRACTICE HEAD SET PROTOCOL (M6) • TAKE DIRECTION (N1) • MAINTAIN CONCENTRATION (N20)
	6.2 Perform cues as directed or rehearsed	<ul style="list-style-type: none"> • Maintain open communication • Respond to contingencies 	
7. Make adjustments / modifications	7.1 Identify / confirm adjustments	<ul style="list-style-type: none"> • Refer to show reports and production notes • Consult relevant parties 	<ul style="list-style-type: none"> • DEMONSTRATE PROBLEM SOLVING SKILLS (N17) • EXERCISE CREATIVE THINKING (N18)
	7.2 Execute necessary changes	<ul style="list-style-type: none"> • Determine methods and means • Gather tools and materials • Confirm completion with relevant parties • Document changes 	
8. Perform post show duties	8.1 Restore working environment	<ul style="list-style-type: none"> • Clean and secure work environment • Store tools, equipment and production elements 	<ul style="list-style-type: none"> • PAY ATTENTION TO DETAILS (N21) • PRIORITIZE (N22)
	8.2 Communicate areas of concern		
	8.3 Verify next work call		

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

I. TROUBLESHOOT PRODUCTION ELEMENTS

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Identify the problem	<ul style="list-style-type: none"> 1.1 Perform visual inspection 1.2 Perform tests 1.3 Consult manufacturer's manual 1.4 Consult knowledgeable parties 	<ul style="list-style-type: none"> • (May vary according to type of production elements and in-house policies and procedures) 	<ul style="list-style-type: none"> • DEMONSTRATE MECHANICAL APTITUDE (N6) • DEMONSTRATE PROBLEM SOLVING SKILLS (N17) • EXERCISE CREATIVE THINKING (N18)
2. Determine a course of action	<ul style="list-style-type: none"> 2.1 Consult manufacturer's manual 2.2 Consult knowledgeable parties 2.3 Assess options (repair / replace, lock up, recommend altering show, recommend cancellation of rehearsal or show) 	<ul style="list-style-type: none"> • (May vary according to type of production elements and in-house policies and procedures) 	<ul style="list-style-type: none"> • DEMONSTRATE MECHANICAL APTITUDE (N6) • DEMONSTRATE PROBLEM SOLVING SKILLS (N17) • EXERCISE CREATIVE THINKING (N18)
3. Inform supervisor	<ul style="list-style-type: none"> 3.1 Present options 3.2 Make recommendation(s) 	<ul style="list-style-type: none"> • (May vary according to type of production elements and in-house policies and procedures) 	<ul style="list-style-type: none"> • DEMONSTRATE MECHANICAL APTITUDE (N6) • DEMONSTRATE PROBLEM SOLVING SKILLS (N17) • EXERCISE CREATIVE THINKING (N18)
4. Fix the problem	<ul style="list-style-type: none"> 4.1 Proceed as authorized 4.2 Determine and source needed parts 4.3 Comply with manufacturer's and / or show requirements 	<ul style="list-style-type: none"> • (Procedure may vary according to type of production elements to be fixed) 	<ul style="list-style-type: none"> • DEMONSTRATE MECHANICAL APTITUDE (N6) • DEMONSTRATE PROBLEM SOLVING SKILLS (N17) • EXERCISE CREATIVE THINKING (N18)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

J. MAINTAIN / REPAIR PRODUCTION AND VENUE ELEMENTS AND EQUIPMENT

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Maintain stage carpentry elements	1.1 Maintain fly / rigging system	<ul style="list-style-type: none"> Follow maintenance schedules Change ropes, cables and hardware as directed Lubricate parts as directed Replace / repair pipe / battens as directed 	<ul style="list-style-type: none"> DEMONSTRATE MECHANICAL APTITUDE (N6) PAY ATTENTION TO DETAILS (N21)
	1.2 Inspect and repair stage area	<ul style="list-style-type: none"> Remove foreign objects, plug holes, sand and refinish or replace stage covering material as directed Paint as directed Level traps and plugs 	
	1.3 Inspect and repair production elements as directed	<ul style="list-style-type: none"> Follow a maintenance schedule Paint as directed Repair / replace scenic elements Clean scenic elements 	
2. Maintain / repair electrical and lighting equipment	2.1 Inspect and repair venue lighting and replace as necessary	<ul style="list-style-type: none"> Replace / repair parts Replace consumables Follow a maintenance schedule 	<ul style="list-style-type: none"> DEMONSTRATE MECHANICAL APTITUDE (N6) STAY CURRENT (N25)
	2.2 Inspect and repair production lighting elements as directed	<ul style="list-style-type: none"> Replace / repair parts Replace consumables Follow a maintenance schedule 	
3. Maintain / repair audio-visual and sound equipment	3.1 Inspect / repair venue cables and equipment as directed	<ul style="list-style-type: none"> Replace / repair parts Replace consumables Follow a maintenance schedule 	<ul style="list-style-type: none"> PAY ATTENTION TO DETAILS (N21) STAY CURRENT (N25)
	3.2 Inspect / repair production sound and audio-visual elements as directed	<ul style="list-style-type: none"> Replace / repair parts Replace consumables Follow a maintenance schedule 	
4. Maintain / repair props	4.1 Inspect / repair prop elements as directed	<ul style="list-style-type: none"> Follow a maintenance schedule Replace consumables Clean prop elements as directed Paint as directed 	<ul style="list-style-type: none"> DEMONSTRATE MECHANICAL APTITUDE (N6) PAY ATTENTION TO DETAILS (N21)
	4.2 Inspect, clean and repair dance floors and ground cloths as directed	<ul style="list-style-type: none"> Paint as directed Tidy and clean backstage and stage areas Remove, repair and replace venue seating 	
	4.3 Look after venue responsibilities	<ul style="list-style-type: none"> Paint as directed Tidy and clean backstage and stage areas Remove, repair and replace venue seating 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

J. MAINTAIN / REPAIR PRODUCTION AND VENUE ELEMENTS AND EQUIPMENT (cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
5. Maintain / repair special effects	<p>5.1 Inspect and test special effects as directed</p> <p>5.2 Repair special effects as directed</p>	<ul style="list-style-type: none"> • Follow a maintenance schedule • Replace consumables 	<ul style="list-style-type: none"> • DEMONSTRATE MECHANICAL APTITUDE (N6) • PAY ATTENTION TO DETAILS (N21)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

K. OPERATE TOOLS AND EQUIPMENT

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Operate material handling equipment	1.1 Acquire training 1.2 Obtain certification, if required 1.3 Follow laws, regulations, standards and best practices (See GAC L) 1.4 Ensure maintenance and proper functioning		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
2. Operate personnel lifts	2.1 Acquire training 2.2 Obtain certification, if required 2.3 Follow laws, regulations, standards and best practices (See GAC L) 2.4 Ensure maintenance and proper functioning		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
3. Use ladders	3.1 Acquire training 3.2 Obtain certification, if required 3.3 Follow laws, regulations, standards and best practices (See GAC L) 3.4 Ensure maintenance and proper functioning		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
4. Use scaffolds	4.1 Acquire training 4.2 Obtain certification, if required 4.3 Follow laws, regulations, standards and best practices (See GAC L) 4.4 Ensure maintenance and proper functioning		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

K. OPERATE TOOLS AND EQUIPMENT
(cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
5. Operate intercoms and walkie-talkies	5.1 Acquire training 5.2 Obtain certification, if required 5.3 Follow laws, regulations, standards and best practices (See GAC L) 5.4 Ensure maintenance and proper functioning		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
6. Use personal protective equipment	6.1 Acquire training 6.2 Obtain certification, if required 6.3 Follow laws, regulations, standards and best practices (See GAC L) 6.4 Ensure maintenance and proper functioning		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
7. Use fall protection equipment	7.1 Acquire training 7.2 Obtain certification, if required 7.3 Follow laws, regulations, standards and best practices (See GAC L) 7.4 Ensure maintenance and proper functioning		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
8. Operate rigging equipment	8.1 Acquire training 8.2 Obtain certification, if required 8.3 Follow laws, regulations, standards and best practices (See GAC L) 8.4 Ensure maintenance and proper functioning		

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

K. OPERATE TOOLS AND EQUIPMENT
(cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
9. Use knots and ropes	<p>9.1 Acquire training</p> <p>9.2 Obtain certification, if required</p> <p>9.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>9.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
10. Operate sound, lighting automation consoles	<p>10.1 Acquire training</p> <p>10.2 Obtain certification, if required</p> <p>10.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>10.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
11. Operate fly systems	<p>11.1 Acquire training</p> <p>11.2 Obtain certification, if required</p> <p>11.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>11.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
12. Operate follow spots	<p>12.1 Acquire training</p> <p>12.2 Obtain certification, if required</p> <p>12.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>12.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

K. OPERATE TOOLS AND EQUIPMENT
(cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
13. Operate special effect devices	<p>13.1 Acquire training</p> <p>13.2 Obtain certification, if required</p> <p>13.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>13.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
14. Use general purpose hand tools	<p>14.1 Acquire training</p> <p>14.2 Obtain certification, if required</p> <p>14.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>14.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
15. Operate conventional power tools	<p>15.1 Acquire training</p> <p>15.2 Obtain certification, if required</p> <p>15.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>15.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
16. Use testing equipment (e.g. multimeter)	<p>16.1 Acquire training</p> <p>16.2 Obtain certification, if required</p> <p>16.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>16.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

K. OPERATE TOOLS AND EQUIPMENT
(cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
17. Operate soldering / welding equipment	<p>17.1 Acquire training</p> <p>17.2 Obtain certification, if required</p> <p>17.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>17.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
18. Use specialty tools	<p>18.1 Acquire training</p> <p>18.2 Obtain certification, if required</p> <p>18.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>18.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
19. Use wardrobe tools and equipment	<p>19.1 Acquire training</p> <p>19.2 Obtain certification, if required</p> <p>19.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>19.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
20. Use fasteners	<p>20.1 Acquire training</p> <p>20.2 Obtain certification, if required</p> <p>20.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>20.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

K. OPERATE TOOLS AND EQUIPMENT
(cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
21. Use adhesives, filers, paints and solvents	<p>21.1 Acquire training</p> <p>21.2 Obtain certification, if required</p> <p>21.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>21.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
22. Use sprayers and paint equipment	<p>22.1 Acquire training</p> <p>22.2 Obtain certification, if required</p> <p>22.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>22.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
23. Use cleaning equipment	<p>23.1 Acquire training</p> <p>23.2 Obtain certification, if required</p> <p>23.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>23.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)
24. Operate food preparation equipment	<p>24.1 Acquire training</p> <p>24.2 Obtain certification, if required</p> <p>24.3 Follow laws, regulations, standards and best practices (See GAC L)</p> <p>24.4 Ensure maintenance and proper functioning</p>		<ul style="list-style-type: none"> • MAINTAIN CONCENTRATION (N20) • PAY ATTENTION TO DETAILS (N21)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

L. COMPLY WITH LAWS, REGULATIONS, POLICIES AND BEST PRACTICES

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
1. Ensure safe work environment	<p>1.1 Inform people a risk of safety procedure</p> <p>1.2 Monitor compliance with safety procedures</p>	<ul style="list-style-type: none"> • Watch the operational area • Watch sensors • Watch monitor • Respond to emergency situations 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • PAY ATTENTION TO DETAILS (N21)
2. Execute emergency procedures	<p>2.1 (There may be some variation from one facility or theatre company to the other)</p>	<ul style="list-style-type: none"> • Consult with knowledgeable parties 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • PAY ATTENTION TO DETAILS (N21)
3. Comply with fire code	<p>3.1 Identify regulated requirements</p> <p>3.2 Follow inspector's orders</p> <p>3.3 Monitor compliance with fire code</p> <p>3.4 Stay current</p>	<ul style="list-style-type: none"> • Watch the operational area • Respond to emergency situations • Obtain current version of applicable code 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • PAY ATTENTION TO DETAILS (N21)
4. Comply with electrical code	<p>4.1 Identify regulated requirements</p> <p>4.2 Follow inspector's orders</p> <p>4.3 Monitor compliance with electrical code</p> <p>4.4 Stay current</p>	<ul style="list-style-type: none"> • Consult with knowledgeable parties • Watch the operational area • Respond to emergency situations • Obtain current version of applicable code 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • PAY ATTENTION TO DETAILS (N21)
5. Comply with fall arrest	<p>5.1 Identify regulated requirements</p> <p>5.2 Monitor compliance</p> <p>5.3 Stay current</p>	<ul style="list-style-type: none"> • Consult with knowledgeable parties • Watch the operational area • Respond to emergency situations • Obtain current version of applicable code / procedure 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • PAY ATTENTION TO DETAILS (N21)

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

L. COMPLY WITH LAWS, REGULATIONS, POLICIES AND BEST PRACTICES (cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
6. Comply with firearms and pyrotechnics regulations	6.1 Identify regulated requirements	<ul style="list-style-type: none"> Consult with knowledgeable parties 	<ul style="list-style-type: none"> DEMONSTRATE SITUATIONAL AWARENESS (N3) PAY ATTENTION TO DETAILS (N21)
	6.2 Monitor compliance	<ul style="list-style-type: none"> Watch the operational area Respond to emergency situations 	
	6.3 Stay current	<ul style="list-style-type: none"> Obtain latest version of applicable regulations 	
7. Comply with WHMIS	7.1 Identify regulated requirements	<ul style="list-style-type: none"> Consult with knowledgeable parties 	<ul style="list-style-type: none"> DEMONSTRATE SITUATIONAL AWARENESS (N3) PAY ATTENTION TO DETAILS (N21)
	7.2 Monitor compliance	<ul style="list-style-type: none"> Watch the operational area Respond to emergency situations 	
	7.3 Stay current	<ul style="list-style-type: none"> Obtain latest version of applicable regulations 	
8. Comply with compressed gas regulations and best practices	8.1 Identify regulated requirements	<ul style="list-style-type: none"> Consult with knowledgeable parties 	<ul style="list-style-type: none"> DEMONSTRATE SITUATIONAL AWARENESS (N3) PAY ATTENTION TO DETAILS (N21)
	8.2 Monitor compliance	<ul style="list-style-type: none"> Watch the operational area Respond to emergency situations 	
	8.3 Stay current	<ul style="list-style-type: none"> Obtain latest version of applicable regulations and information on current best practices 	
9. Comply with health and safety laws, regulations and best practices	9.1 Identify regulated requirements	<ul style="list-style-type: none"> Consult with knowledgeable parties 	<ul style="list-style-type: none"> DEMONSTRATE SITUATIONAL AWARENESS (N3) PAY ATTENTION TO DETAILS (N21)
	9.2 Monitor compliance	<ul style="list-style-type: none"> Watch the operational area Respond to emergency situations 	
	9.3 Stay current	<ul style="list-style-type: none"> Obtain latest version of applicable laws, regulations and information on current best practices 	
10. Comply with employment standards and contracts	10.1 Identify regulated requirements	<ul style="list-style-type: none"> Consult with knowledgeable parties 	<ul style="list-style-type: none"> DEMONSTRATE SITUATIONAL AWARENESS (N3) PAY ATTENTION TO DETAILS (N21)
	10.2 Stay current	<ul style="list-style-type: none"> Obtain latest version of applicable employment standards and contracts 	

A **GENERAL STAGE TECHNICIAN (STAGE HAND)** must be able to :

L. COMPLY WITH LAWS, REGULATIONS, POLICIES AND BEST PRACTICES (cont'd)

SKILLS	SUBSKILLS	IMPORTANT ACTIONS	GENERAL COMPETENCIES Most critical interpersonal and / or personal skills associated with the competency as a whole:
11. Comply with HR policies	<p>11.1 Identify regulated requirements</p> <p>11.2 Stay current</p>	<ul style="list-style-type: none"> • Consult with knowledgeable parties • Obtain latest version of HR policies 	<ul style="list-style-type: none"> • DEMONSTRATE SITUATIONAL AWARENESS (N3) • PAY ATTENTION TO DETAILS (N21)

...And to accomplish the previously described professional competencies, A **GENERAL STAGE TECHNICIAN** must be able to...:

M. DEMONSTRATE COMMUNICATION SKILLS

SKILLS	SUBSKILLS	SUB-SUBSKILLS
1. Speak in a clear and concise manner	1.1 Use industry terminology	• (Generally not required, subskills being relatively self-explanatory)
	1.2 Adapt language to recipient / audience	• Use vocabulary and terminology with a concern to facilitate understanding
2. Practice active listening	2.1 Verify one's understanding	• Summarize someone else's opinion • Rephrase • Use question techniques to validate one's understanding
	2.2 Interpret body language	
	2.3 Demonstrate empathy	
3. Use / interpret hand signals	3.1 Comply with industry / company specific hand signals	• (Generally not required, subskills being relatively self-explanatory)
4. Take notes	4.1 Utilize basic note taking techniques	
	4.2 Comply with industry / company procedure	
5. Label equipment	5.1 Comply with industry / company procedure	• (Generally not required, subskills being relatively self-explanatory)
6. Practice head set protocol	6.1 Comply with industry / company specific protocol	• (Generally not required, subskills being relatively self-explanatory)
7. Practice radio protocol	7.1 Comply with industry / company specific protocol	• (Generally not required, subskills being relatively self-explanatory)
8. Share and transfer knowledge and expertise	8.1 Provide technical assistance	• Practice active listening (see M2) • Adapt language to recipient (see M1)
	8.2 Deliver on-the-job training	• Practice active listening (see M2) • Adapt language to recipient (see M1)

...And to accomplish the previously described professional competencies, A **GENERAL STAGE TECHNICIAN** must be able to...:

N. DEMONSTRATE PERSONAL SKILLS

SKILLS	SUBSKILLS	SUB-SUBSKILLS
1. Take direction	<ul style="list-style-type: none"> ■ (Not required, skill being relatively self-explanatory) 	
2. Practice stage etiquette	<ul style="list-style-type: none"> 2.1 Comply with rules common to all cast and crew members 2.2 Comply with rules specific to crew members 	<ul style="list-style-type: none"> • (Generally not required, subskills being relatively self-explanatory)
3. Demonstrate situational awareness	<ul style="list-style-type: none"> 3.1 Recognize and make others aware of deviations from set procedures 3.2 Provide information in advance 3.3 Identify problems in a timely manner 3.4 React to / address situations efficiently and in a timely manner 3.5 Keep abreast of the tasks to be executed 3.6 Continually assess and reassess what is going on 	<ul style="list-style-type: none"> • (Generally not required, subskills being relatively self-explanatory)
4. Function as part of a team	<ul style="list-style-type: none"> 4.1 Promote collaboration / cooperation and share one's experience and expertise 4.2 Earn colleagues' trust and support 4.3 Suggest ideas and adopt behaviors to optimize teamwork 	<ul style="list-style-type: none"> • Share information • Share ideas • Fulfill commitments to colleagues • Accept others' ideas • Praise contributions of fellow colleagues • Be straightforward with colleagues at all times • Accept others' ideas • Demonstrate concern for interpersonal relations among team workers • Refrain from 'dominating' meetings

...And to accomplish the previously described professional competencies, A **GENERAL STAGE TECHNICIAN** must be able to...:

N. DEMONSTRATE PERSONAL SKILLS
(cont'd)

SKILLS	SUBSKILLS	SUB-SUBSKILLS
5. Demonstrate analytical skills	5.1 Collect and synthesize facts and data	• (Generally not required, subskills being relatively self-explanatory)
	5.2 Break down facts and data into simple elements	
	5.3 Identify the essential or most significant issues or challenges	
	5.4 Draw logical conclusions	
6. Demonstrate mechanical aptitude	6.1 Describe / explain how things work	• (Generally not required, subskills being relatively self-explanatory)
	6.2 Identify symptoms / causes of a mechanical defect	
	6.3 Perform minor repairs	
7. Demonstrate sensitivity to artistic work	7.1 Maintain sensitivity to the demands and complexities of an artistic operation	• (Generally not required, subskills being relatively self-explanatory)
	7.2 Maintain sensitivity to the demands and complexities of working with actors	
8. Demonstrate physical and mental stamina and endurance	(Not required, skill being relatively self-explanatory)	
9. Practice punctuality	(Not required, skill being relatively self-explanatory)	
10. Meet deadlines	(Not required, skill being relatively self-explanatory)	
11. Practice self-discipline	11.1 Cultivate and demonstrate consistency in work and life habits	• (Generally not required, subskills being relatively self-explanatory)
	11.2 Control one's emotions particularly when facing work pressure, resistance and adversity	
12. Practice personal hygiene	(Not required, skill being relatively self-explanatory)	

...And to accomplish the previously described professional competencies, A **GENERAL STAGE TECHNICIAN** must be able to....:

N. DEMONSTRATE PERSONAL SKILLS
(cont'd)

SKILLS	SUBSKILLS	SUB-SUBSKILLS
13. Recognize one's physical limitations	(Not required, skill being relatively self-explanatory)	
14. Work at heights	(Not required, skill being relatively self-explanatory)	
15. Work in confined spaces	(Not required, skill being relatively self-explanatory)	
16. Work in the dark	(Not required, skill being relatively self-explanatory)	
17. Demonstrate problem solving skills	17.1 Identify and diagnose the problem	<ul style="list-style-type: none"> Integrate information from different sources Distinguish causes and symptoms
	17.2 Identify possible solutions	<ul style="list-style-type: none"> Consult and research
	17.3 Select solution	<ul style="list-style-type: none"> Determine criteria Evaluate / compare possible solutions Assess risk
	17.4 Develop and implement solution	
18. Exercise creative thinking	18.1 Explore new ideas based on intuition	<ul style="list-style-type: none"> (Generally not required, subskills being relatively self-explanatory)
	18.2 Generate a great number of new and original ideas	
	18.3 Link ideas that, on the surface, do not appear to 'fit together'	
19. Demonstrate a sense of humour	(Not required, skill being relatively self-explanatory)	
20. Maintain concentration	20.1 Create a to-do list	<ul style="list-style-type: none"> (Generally not required, subskills being relatively self-explanatory)
	20.2 Schedule time	
	20.3 Find / create an appropriate work environment and / or atmosphere	

...And to accomplish the previously described professional competencies, A **GENERAL STAGE TECHNICIAN** must be able to...:

N. DEMONSTRATE PERSONAL SKILLS
(cont'd)

SKILLS	SUBSKILLS	SUB-SUBSKILLS
21. Pay attention to details	<p>21.1 Perform tasks to the necessary standards of accuracy and quality</p> <p>21.2 Identify and address details that ensure a smooth operation</p>	
22. Prioritize	<p>22.1 Identify criteria for prioritization</p> <p>22.2 Establish / apply procedure for prioritization</p>	<ul style="list-style-type: none"> • (Generally not required, subskills being relatively self-explanatory)
23. Demonstrate flexibility, adaptability and availability	<p>23.1 Adjust plan as a result of an unanticipated situation or event</p> <p>23.2 Adapt one's personal and professional habits</p> <p>23.3 Adapt one's interpersonal behavior patterns</p>	<ul style="list-style-type: none"> • (Generally not required, subskills being relatively self-explanatory)
24. Respect others' physical limitations	<p>(Not required, skill being relatively self-explanatory)</p>	
25. Stay current	<p>25.1 Keep abreast of trends and developments</p> <p>25.2 Use changes occurring in the workplace as opportunities for professional development and growth</p> <p>25.3 Define / update a professional development plan</p>	<ul style="list-style-type: none"> • Establish / maintain professional networks • Belong to professional associations • Attend workshops, conferences, etc • Upgrade skills through additional education