

# 72 PERFORMANCE COMPETENCIES WORKSHEET

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It is recommended you limit your selection to no more than 15.

## Personal 28

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|--|--|
| <input type="checkbox"/> Action Oriented                     | <input type="checkbox"/> Intellectual Horsepower                     |
| <input type="checkbox"/> Analytical Skills                   | <input type="checkbox"/> Judgment                                    |
| <input type="checkbox"/> Change Tolerance                    | <input type="checkbox"/> Managing Time, Self and Stress <sup>m</sup> |
| <input type="checkbox"/> Command Skills                      | <input type="checkbox"/> Patience                                    |
| <input type="checkbox"/> Composure                           | <input type="checkbox"/> Perseverance                                |
| <input type="checkbox"/> Creativity and Innovation           | <input type="checkbox"/> Political Savvy                             |
| <input type="checkbox"/> Dealing with Organizational Paradox | <input type="checkbox"/> Pragmatic                                   |
| <input type="checkbox"/> Decisive                            | <input type="checkbox"/> Priority Setting                            |
| <input type="checkbox"/> Emotional Intelligence              | <input type="checkbox"/> Resilient                                   |
| <input type="checkbox"/> Ethics and Values                   | <input type="checkbox"/> Results                                     |
| <input type="checkbox"/> Follow Up                           | <input type="checkbox"/> Self Development & Learning                 |
| <input type="checkbox"/> Goal Directed                       | <input type="checkbox"/> Tolerance for Ambiguity                     |
| <input type="checkbox"/> Independent Work                    | <input type="checkbox"/> Working Long Hours                          |
| <input type="checkbox"/> Integrity and Trust                 | <input type="checkbox"/> Zoom In Zoom Out                            |

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## Interpersonal 15

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|---|---|
| <input type="checkbox"/> Assertiveness                                  | <input type="checkbox"/> Negotiation                      |
| <input type="checkbox"/> Communication – Verbal <sup>m</sup>            | <input type="checkbox"/> Power and Influence <sup>m</sup> |
| <input type="checkbox"/> Communication - Written                        | <input type="checkbox"/> Presentations                    |
| <input type="checkbox"/> Compassion                                     | <input type="checkbox"/> Problem Solving <sup>m</sup>     |
| <input type="checkbox"/> Conflict Management <sup>m</sup>               | <input type="checkbox"/> Relationship Building            |
| <input type="checkbox"/> Customer Focus                                 | <input type="checkbox"/> Self Awareness                   |
| <input type="checkbox"/> Listening & Asking Good Questions <sup>m</sup> | <input type="checkbox"/> Selling                          |
|   | <input type="checkbox"/> Team Orientation                 |

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## Business and Management 29

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|--|---|
| <input type="checkbox"/> Building Teams <sup>m</sup>           | <input type="checkbox"/> Metrics  |
| <input type="checkbox"/> Coaching and Mentoring <sup>m</sup>   | <input type="checkbox"/> Motivating Others <sup>m</sup>                   |
| <input type="checkbox"/> Customer Centric <sup>m</sup>         | <input type="checkbox"/> Operating Plans                                  |
| <input type="checkbox"/> Data Driven                           | <input type="checkbox"/> Performance Management & Goals <sup>m</sup>      |
| <input type="checkbox"/> Delegation & Empowerment <sup>m</sup> | <input type="checkbox"/> Project and Program Skills                       |
| <input type="checkbox"/> Entrepreneurial                       | <input type="checkbox"/> Quality  |
| <input type="checkbox"/> Financial                             | <input type="checkbox"/> Recruiting, Interviewing & Staffing <sup>m</sup> |
| <input type="checkbox"/> Horizontal & Cross Functional         | <input type="checkbox"/> Resource Allocation & Management                 |
| <input type="checkbox"/> Human Resource Planning               | <input type="checkbox"/> Results Oriented                                 |
| <input type="checkbox"/> Involvement                           | <input type="checkbox"/> Risk Management                                  |
| <input type="checkbox"/> Leading by Example                    | <input type="checkbox"/> Senior Management                                |
| <input type="checkbox"/> Leadership and Vision                 | <input type="checkbox"/> Social Responsibility                            |
| <input type="checkbox"/> Managerial Courage                    | <input type="checkbox"/> Strategy   |
| <input type="checkbox"/> Managing and Measuring                | <input type="checkbox"/> Vision – Long Term                               |
| <input type="checkbox"/> Managing Diversity                    |   |

Note: m = critical management competency