

Core Competencies



1. Accountability

Clearly defines mutual expectations of self and others. Takes appropriate actions to ensure obligations are met. Revises standards in response to change.

2. Initiative

Voluntarily takes the first steps to identify and address existing and potential obstacles, issues, and opportunities.

3. Thoroughness

Demonstrates attention to detail and accuracy. Defines and organizes tasks, responsibilities, and priorities. Takes responsibility for timely completion.

4. Analytical Thinking

Able to breakdown raw information and undefined problems into specific, workable components that in-turn clearly identifies the issues at hand. Makes logical conclusions, anticipates obstacles, and considers different approaches to the decision-making process.

5. Leadership

Leading Self : Demonstrates self-awareness through accurate assessment and management of one's own attitudes, belief systems, and strengths as well as areas for personal development.

Leading Others: Coaches, mentors and motivates others to meet the organization's vision, commitments and goals. Provides an inclusive and positive team environment that fosters positive and constructive feedback, recognition, leadership, and personal and professional development.

6. Problem Solving

Anticipates, identifies, and defines problems. Seeks root causes. Develops and implements practical and timely solutions.

7. Business Enterprise Knowledge

Solicits information on enterprise direction, goals, and industry competitive environment to determine how own function can add value to the organization and to customers. Makes decisions and recommendations clearly linked to the organization's strategy and financial goals, reflecting an awareness of external dynamics. Demonstrates awareness by providing clear explanations for actions taken relative to customer requirements, needs, and industry trends.