

Full Competencies List for Consultant Executive

Consulting Competencies	Executive
1. Integrity	$M = 4.75$ $SD = .55$
2. Trustworthiness	$M = 4.72$ $SD = .55$
3. Communication: Verbal	$M = 4.70$ $SD = .49$
4. Ethical behavior	$M = 4.69$ $SD = .65$
5. Interpersonal skills	$M = 4.58$ $SD = .56$
6. Critical thinking	$M = 4.55$ $SD = .55$
7. Initiative	$M = 4.55$ $SD = .61$
8. Adaptability	$M = 4.53$ $SD = .59$
9. Communication: Written	$M = 4.42$ $SD = .66$
10. Decision making	$M = 4.40$ $SD = .67$
11. Customer service	$M = 4.37$ $SD = .81$
12. Conscientiousness	$M = 4.37$ $SD = .67$
13. Problem solving	$M = 4.35$ $SD = .69$
14. Self-discipline	$M = 4.35$ $SD = .68$
15. Tolerance for ambiguity	$M = 4.33$ $SD = .74$
16. Flexibility	$M = 4.29$ $SD = .68$
17. Presentation skills	$M = 4.24$ $SD = .77$
18. Business development	$M = 4.23$ $SD = .86$

19. Dedication	<i>M</i> = 4.23 <i>SD</i> = .79
20. Strategic thinking	<i>M</i> = 4.19 <i>SD</i> = .84
21. Leadership	<i>M</i> = 4.18 <i>SD</i> = .79
22. Entrepreneurship	<i>M</i> = 4.16 <i>SD</i> = .83
23. Productive	<i>M</i> = 4.15 <i>SD</i> = .76
24. Attention to detail	<i>M</i> = 4.14 <i>SD</i> = .75
25. Prioritization	<i>M</i> = 4.13 <i>SD</i> = .69
26. Commitment	<i>M</i> = 4.10 <i>SD</i> = .85
27. Feedback skills	<i>M</i> = 4.09 <i>SD</i> = .80
28. Time management	<i>M</i> = 4.07 <i>SD</i> = .74
29. Executive disposition	<i>M</i> = 4.05 <i>SD</i> = .92
30. Collaboration	<i>M</i> = 4.01 <i>SD</i> = .81
31. Organization	<i>M</i> = 3.98 <i>SD</i> = .73
32. Project management	<i>M</i> = 3.98 <i>SD</i> = .92
33. Intellectual stimulation	<i>M</i> = 3.91 <i>SD</i> = .74
34. Innovation	<i>M</i> = 3.91 <i>SD</i> = .75
35. Multi-tasking	<i>M</i> = 3.90 <i>SD</i> = .96
36. Creativity	<i>M</i> = 3.90 <i>SD</i> = .77
37. Creating a vision	<i>M</i> = 3.89 <i>SD</i> = .94
38. Strategic planning	<i>M</i> = 3.80 <i>SD</i> = .88

39. Coaching	$M = 3.80$ $SD = 1.11$
40. Sales ability	$M = 3.80$ $SD = .85$
41. Political savvy	$M = 3.77$ $SD = .88$
42. Knowledge of multiple content areas in psychology	$M = 3.72$ $SD = .88$
43. Product knowledge	$M = 3.69$ $SD = 1.04$
44. Teamwork	$M = 3.68$ $SD = .92$
45. Stress management	$M = 3.67$ $SD = .90$
46. Financial acumen	$M = 3.61$ $SD = .83$
47. Marketing	$M = 3.54$ $SD = .82$
48. Data analysis	$M = 3.44$ $SD = .99$
49. Knowledge of validation principles	$M = 3.39$ $SD = 1.22$
50. Transformational leadership	$M = 3.36$ $SD = 1.02$
51. Delegation	$M = 3.35$ $SD = 1.14$
52. Psychometrics	$M = 3.30$ $SD = 1.06$
53. Cross cultural acumen	$M = 3.26$ $SD = .99$
54. Research skills	$M = 3.24$ $SD = 1.14$
55. Knowledge of test development	$M = 3.17$ $SD = 1.26$
56. Mentoring	$M = 3.08$ $SD = 1.02$
57. Data management	$M = 2.95$ $SD = 1.09$

Note: Means and standard deviation reported for all competencies of Executive ($n = 117 - 122$) within Consulting.