

Full Competencies List for Consulting Expert Individual Contributor (Non-Management)

Consulting Competencies	Expert Individual Contributor
1. Communication: Verbal	<i>M</i> = 4.66 <i>SD</i> = .61
2. Ethical behavior	<i>M</i> = 4.62 <i>SD</i> = .60
3. Communication: Written	<i>M</i> = 4.58 <i>SD</i> = .62
4. Critical thinking	<i>M</i> = 4.56 <i>SD</i> = .67
5. Integrity	<i>M</i> = 4.56 <i>SD</i> = .62
6. Trustworthiness	<i>M</i> = 4.56 <i>SD</i> = .62
7. Interpersonal skills	<i>M</i> = 4.45 <i>SD</i> = .66
8. Conscientiousness	<i>M</i> = 4.41 <i>SD</i> = .67
9. Problem solving	<i>M</i> = 4.35 <i>SD</i> = .66
10. Self-discipline	<i>M</i> = 4.33 <i>SD</i> = .70
11. Adaptability	<i>M</i> = 4.31 <i>SD</i> = .72
12. Initiative	<i>M</i> = 4.26 <i>SD</i> = .74
13. Attention to detail	<i>M</i> = 4.24 <i>SD</i> = .76
14. Tolerance for ambiguity	<i>M</i> = 4.22 <i>SD</i> = .79
15. Flexibility	<i>M</i> = 4.18 <i>SD</i> = .76
16. Presentation skills	<i>M</i> = 4.17 <i>SD</i> = .79
17. Customer service	<i>M</i> = 4.16 <i>SD</i> = .97

18. Productive	<i>M</i> = 4.13 <i>SD</i> = .81
19. Commitment	<i>M</i> = 4.06 <i>SD</i> = .91
20. Time management	<i>M</i> = 4.04 <i>SD</i> = .78
21. Prioritization	<i>M</i> = 4.04 <i>SD</i> = .84
22. Organization	<i>M</i> = 4.02 <i>SD</i> = .82
23. Collaboration	<i>M</i> = 4.00 <i>SD</i> = .83
24. Multi-tasking	<i>M</i> = 3.97 <i>SD</i> = .94
25. Dedication	<i>M</i> = 3.93 <i>SD</i> = .88
26. Decision making	<i>M</i> = 3.91 <i>SD</i> = .83
27. Intellectual stimulation	<i>M</i> = 3.81 <i>SD</i> = .93
28. Project management	<i>M</i> = 3.76 <i>SD</i> = .98
29. Teamwork	<i>M</i> = 3.76 <i>SD</i> = .95
30. Feedback skills	<i>M</i> = 3.75 <i>SD</i> = 1.03
31. Strategic thinking	<i>M</i> = 3.62 <i>SD</i> = 1.02
32. Innovation	<i>M</i> = 3.61 <i>SD</i> = .93
33. Data analysis	<i>M</i> = 3.58 <i>SD</i> = 1.10
34. Business development	<i>M</i> = 3.55 <i>SD</i> = 1.02
35. Knowledge of validation principles	<i>M</i> = 3.51 <i>SD</i> = 1.26
36. Creativity	<i>M</i> = 3.51 <i>SD</i> = .83
37. Stress management	<i>M</i> = 3.49 <i>SD</i> = 1.07

38. Product knowledge	<i>M</i> = 3.48 <i>SD</i> = 1.13
39. Political savvy	<i>M</i> = 3.44 <i>SD</i> = 1.15
40. Leadership	<i>M</i> = 3.44 <i>SD</i> = 1.07
41. Knowledge of multiple content areas in psychology	<i>M</i> = 3.44 <i>SD</i> = .99
42. Research skills	<i>M</i> = 3.39 <i>SD</i> = 1.23
43. Knowledge of test development	<i>M</i> = 3.38 <i>SD</i> = 1.31
44. Psychometrics	<i>M</i> = 3.37 <i>SD</i> = 1.19
45. Executive disposition	<i>M</i> = 3.37 <i>SD</i> = 1.16
46. Coaching	<i>M</i> = 3.15 <i>SD</i> = 1.27
47. Data management	<i>M</i> = 3.11 <i>SD</i> = 1.19
48. Sales ability	<i>M</i> = 3.10 <i>SD</i> = .94
49. Strategic planning	<i>M</i> = 3.09 <i>SD</i> = .99
50. Creating a vision	<i>M</i> = 3.07 <i>SD</i> = .93
51. Entrepreneurship	<i>M</i> = 3.02 <i>SD</i> = 1.23
52. Financial acumen	<i>M</i> = 2.89 <i>SD</i> = .95
53. Cross cultural acumen	<i>M</i> = 2.84 <i>SD</i> = 1.02
54. Marketing	<i>M</i> = 2.84 <i>SD</i> = .97
55. Transformational leadership	<i>M</i> = 2.67 <i>SD</i> = 1.13
56. Delegation	<i>M</i> = 2.61 <i>SD</i> = .99
57. Mentoring	<i>M</i> = 2.56 <i>SD</i> = 1.10

Note: Means and standard deviation reported for all competencies of Expert Individual Contributor ($n = 117 - 123$) within Consulting.