

Full Competencies List for Consulting Individual Contributor

Consulting Competencies	Individual Contributor
1. Communication: Written	$M = 4.66$ $SD = .55$
2. Critical thinking	$M = 4.56$ $SD = .56$
3. Communication: Verbal	$M = 4.50$ $SD = .76$
4. Interpersonal skills	$M = 4.47$ $SD = .67$
5. Initiative	$M = 4.44$ $SD = .67$
6. Knowledge of validation principles	$M = 4.44$ $SD = .80$
7. Problem solving	$M = 4.44$ $SD = .50$
8. Attention to detail	$M = 4.39$ $SD = .62$
9. Time management	$M = 4.34$ $SD = .65$
10. Conscientiousness	$M = 4.32$ $SD = .75$
11. Ethical behavior	$M = 4.31$ $SD = .74$
12. Adaptability	$M = 4.29$ $SD = .69$
13. Collaboration	$M = 4.28$ $SD = .73$
14. Presentation skills	$M = 4.28$ $SD = .73$
15. Tolerance for ambiguity	$M = 4.28$ $SD = .89$
16. Integrity	$M = 4.25$ $SD = .67$
17. Project management	$M = 4.25$ $SD = .80$
18. Psychometrics	$M = 4.25$ $SD = .88$
19. Multi-tasking	$M = 4.22$ $SD = .91$

20. Data analysis	$M = 4.19$ $SD = .93$
21. Prioritization	$M = 4.19$ $SD = .64$
22. Productive	$M = 4.17$ $SD = .70$
23. Flexibility	$M = 4.16$ $SD = .92$
24. Customer service	$M = 4.13$ $SD = .94$
25. Organization	$M = 4.13$ $SD = .75$
26. Self-discipline	$M = 4.13$ $SD = .71$
27. Knowledge of test development	$M = 4.06$ $SD = 1.13$
28. Trustworthiness	$M = 4.00$ $SD = .82$
29. Teamwork	$M = 3.97$ $SD = .74$
30. Data management	$M = 3.94$ $SD = 1.13$
31. Decision making	$M = 3.88$ $SD = .83$
32. Product knowledge	$M = 3.88$ $SD = 1.07$
33. Dedication	$M = 3.78$ $SD = .71$
34. Stress management	$M = 3.78$ $SD = .83$
35. Intellectual stimulation	$M = 3.75$ $SD = .80$
36. Commitment	$M = 3.72$ $SD = .68$
37. Research skills	$M = 3.69$ $SD = .97$
38. Feedback skills	$M = 3.66$ $SD = 1.13$
39. Innovation	$M = 3.44$ $SD = 1.01$
40. Political savvy	$M = 3.28$ $SD = .96$

41. Strategic thinking	$M = 3.19$ $SD = 1.09$
42. Creativity	$M = 3.09$ $SD = 1.09$
43. Leadership	$M = 3.09$ $SD = 1.12$
44. Knowledge of multiple content areas in psychology	$M = 3.06$ $SD = 1.00$
45. Business development	$M = 3.00$ $SD = .95$
46. Creating a vision	$M = 2.97$ $SD = 1.00$
47. Cross cultural acumen	$M = 2.97$ $SD = 1.00$
48. Sales ability	$M = 2.97$ $SD = 1.05$
49. Executive disposition	$M = 2.81$ $SD = 1.18$
50. Strategic planning	$M = 2.78$ $SD = 1.04$
51. Delegation	$M = 2.66$ $SD = 1.00$
52. Coaching	$M = 2.59$ $SD = 1.04$
53. Marketing	$M = 2.41$ $SD = .88$
54. Entrepreneurship	$M = 2.34$ $SD = 1.13$
Mentoring	$M = 2.19$ $SD = .93$
Transformational leadership	$M = 2.19$ $SD = .90$
Financial acumen	$M = 2.06$ $SD = .84$

Note: Means and standard deviation reported for all competencies of Individual Contributor ($n = 30 - 32$) within Consulting.