

Full Competencies List for Consultant Manager

Consulting Competencies	Manager
1. Communication: Verbal	$M = 4.62$ $SD = .58$
2. Critical thinking	$M = 4.60$ $SD = .61$
3. Communication: Written	$M = 4.52$ $SD = .62$
4. Interpersonal skills	$M = 4.43$ $SD = .70$
5. Adaptability	$M = 4.43$ $SD = .73$
6. Ethical behavior	$M = 4.38$ $SD = .77$
7. Customer service	$M = 4.38$ $SD = .76$
8. Project management	$M = 4.38$ $SD = .79$
9. Decision making	$M = 4.37$ $SD = .70$
10. Tolerance for ambiguity	$M = 4.36$ $SD = .78$
11. Collaboration	$M = 4.34$ $SD = .71$
12. Integrity	$M = 4.33$ $SD = .75$
13. Problem solving	$M = 4.33$ $SD = .65$
14. Flexibility	$M = 4.33$ $SD = .70$
15. Conscientiousness	$M = 4.31$ $SD = .68$
16. Attention to detail	$M = 4.30$ $SD = .71$
17. Time management	$M = 4.29$ $SD = .61$
18. Initiative	$M = 4.27$ $SD = .71$

19. Presentation skills	$M = 4.23$ $SD = .80$
20. Prioritization	$M = 4.23$ $SD = .71$
21. Multi-tasking	$M = 4.16$ $SD = .87$
22. Teamwork	$M = 4.13$ $SD = .81$
23. Self-discipline	$M = 4.11$ $SD = .74$
24. Productive	$M = 4.11$ $SD = .74$
25. Leadership	$M = 4.05$ $SD = .75$
26. Organization	$M = 4.02$ $SD = .75$
27. Dedication	$M = 3.98$ $SD = .83$
28. Business development	$M = 3.97$ $SD = .95$
29. Commitment	$M = 3.89$ $SD = .94$
30. Feedback skills	$M = 3.86$ $SD = .86$
31. Delegation	$M = 3.86$ $SD = .88$
32. Strategic thinking	$M = 3.83$ $SD = .83$
33. Stress management	$M = 3.72$ $SD = 1.00$
34. Data analysis	$M = 3.70$ $SD = .99$
35. Intellectual stimulation	$M = 3.67$ $SD = .94$
36. Research skills	$M = 3.62$ $SD = 1.05$
37. Knowledge of validation principles	$M = 3.60$ $SD = 1.25$
38. Product knowledge	$M = 3.59$ $SD = 1.04$

39. Innovation	$M = 3.57$ $SD = .88$
40. Political savvy	$M = 3.52$ $SD = .93$
41. Knowledge of test development	$M = 3.43$ $SD = 1.20$
42. Psychometrics	$M = 3.42$ $SD = 1.12$
43. Data management	$M = 3.42$ $SD = 1.06$
44. Sales ability	$M = 3.34$ $SD = 1.07$
45. Creativity	$M = 3.33$ $SD = .82$
46. Executive disposition	$M = 3.32$ $SD = .95$
47. Coaching	$M = 3.28$ $SD = .98$
48. Mentoring	$M = 3.27$ $SD = .88$
49. Creating a vision	$M = 3.20$ $SD = .83$
50. Strategic planning	$M = 3.17$ $SD = .97$
51. Financial acumen	$M = 3.05$ $SD = 1.04$
52. Marketing	$M = 3.05$ $SD = 1.07$
53. Cross cultural acumen	$M = 3.02$ $SD = 1.02$
54. Entrepreneurship	$M = 2.83$ $SD = 1.09$
55. Transformational leadership	$M = 2.79$ $SD = .90$
56 Trustworthiness	$M = 4.40$ $SD = .66$
57. Knowledge of multiple content areas in psychology	$M = 3.49$ $SD = .94$

Note: Means and standard deviation reported for all competencies of Manager ($n = 61 - 65$) within Consulting.