Complete List of Government Individual Contributor Critical Experiences

Government Experiences	Individual Contributor
1. Communicate with people outside of current branch, agency, or organization	M = 5.00 SD = .00
2. Follow timelines and budgets on project work	M = 4.50 SD = .71
3. Create and administer own projects from start to finish	M = 4.33 SD = .58
4. Lead project teams	M = 4.33 SD = .58
5. Write technical reports	M = 4.00 SD = 1.73
6. Demonstrate that project work adds value to the organization	M = 4.00 SD = .00
7. Work with customers or stakeholders who are not local	M = 4.00 SD = .00
8. Monitor work to ensure it adheres to Federal law, regulations, and policies	M = 4.00 SD = 1.73
9. Complete high visibility assignments	M = 4.00 SD = 1.00
10. Manage available resources	M = 4.00 SD = .00
11. Partner with others in the organization	M = 4.00 SD = 1.00
12. Develop knowledge and familiarity with multiple areas in the organization	M = 4.00 SD = .00
13. Lead subject matter expert (SME) meetings	M = 4.00 SD = .00
14. Deliver presentations to customers	M = 3.67 SD = 1.53
15. Work on a breadth of projects with different types of customers and on multiple teams	M = 3.67 SD = 1.16
16. Manage multiple projects and/or working with one specific, long-term client	M = 3.67 SD = .58
17. Deliver effective briefings to senior management and/or customers	M = 3.67 SD = .58
18. Manage and develop broad-based human capital initiatives (e.g., initiatives for the organization)	M = 3.67 SD = .58

19. Manage budgets for a portfolio of projects	M = 3.50 SD = .71
20. Use different types of analytical software (e.g., SPSS, Mplus, SAS)	M = 3.33 SD = 1.16
21. Actively build networks with others	M = 3.33 SD = 1.16
22. Use creativity in designing new projects	M = 3.33 SD = 1.53
23. Personally complete special assignments from an Executive	M = 3.33 SD = .58
24. Serve on special committees/work groups with employees of other government organizations	M = 3.33 SD = 1.16
25. Lead multiple projects	M = 3.33 SD = .58
26. Make decisions in a timely manner that will benefit the organization with an emphasis on long-term planning and overall organizational benefit	M = 3.33 SD = 1.53
27. Complete highly complex projects that include a wide range of skills necessary (e.g., analytical skills, knowledge of various methodologies)	M = 3.00 SD = 1.00
28. Serve as a subject matter expert in a given area.	M = 3.00 SD = 1.41
29. Maintain a budget for specific department	M = 3.00 SD = .00
30. Oversee work to ensure meeting Federal law, regulations, and policies	M = 3.00 SD = 2.00
31. Serve as a representative of the organization to both Executive level employees and the general public	M = 3.00 SD = 1.00
32. Make decisions in a timely manner that will benefit the organization	M = 3.00 SD = 1.00
33. Use different types of analytical methods (e.g., Structural Equation Modeling, Hierarchical Linear Modeling, Multiple Regression, ANOVAs)	M = 2.67 SD = 1.53
34. Develop or edit selection instruments	M = 2.67 SD = .58
35. Use research and methodology skills to add value to diverse array of customers	M = 2.67 SD = 1.16
36. Plan and evaluate proposals	M = 2.67 SD = 1.53
37. Demonstrate political savvy in structuring and designing projects	M = 2.67 SD = 1.16

38. Empower employees or colleagues	*M* = 2.67 *SD* = 1.16
39. Engage employees or colleagues	*M* = 2.67 *SD* = 1.16
40. Develop and maintain a budget for multiple areas	*M* = 2.50 *SD* = .71
41. Understand psychometric principles and their implication for Federal service	*M* = 2.50 *SD* = .71
42. Teach others how to use selection instruments	*M* = 2.33 *SD* = .58
43. Keep up to date with literature in specialty area(s)	*M* = 2.33 *SD* = .58
44. Develop strategy for the organization	*M* = 2.00 *SD* = .00
45. Conduct succession planning	*M* = 2.00 *SD* = 1.41
46. Participate in continuing education on successful management techniques	*M* = 2.00 *SD* = 1.00
47. Present research at professional meetings and conferences	*M* = 1.67 *SD* = .58
48. Prepare instructions for scoring examinations	*M* = 1.67 *SD* = .58
49. Recommend scoring methods and standards for employment tests	*M* = 1.67 *SD* = .58
50. Apply professional & technical knowledge in selection & licensing problems	*M* = 1.50 *SD* = .71
51. Manage performance of subordinates	*M* = 1.50 *SD* = .71
52. Proofread test materials written by others	*M* = 1.33 *SD* = .58
53. Create strategic plans	*M* = 1.33 *SD* = .58
54. Testify in court (e.g., defending validity of selection instrument)	*M* = 1.00 *SD* = .00
55. Provide developmental opportunities to subordinates	*M* = 1.00 *SD* = .00
56. Become a part of a task force and/or committees	*M* = 4.00 *SD* = 1.00
57. Conduct administrative duties	*M* = 2.33 *SD* = .58
58. Testify in court (e.g., defending validity of selection system)	*N* = 1

59. Develop and/or contribute to Federal laws and regulations regarding human capital policy	$N = 1$
60. Represent the department in depositions and testimonies to Congressional committees	$N = 1$
61. Represent department in depositions and testimony	$N = 1$

Note: Means and standard deviation reported for all experiences of Expert Individual Contributor ($n = 2 - 3$) within Government.