

Complete List of Government Expert Individual Contributor Competencies

Government Competencies	Expert Individual Contributor
1. Integrity	<i>M</i> = 4.73 <i>SD</i> = .50
2. Ethical behavior	<i>M</i> = 4.71 <i>SD</i> = .50
3. Communication: Written	<i>M</i> = 4.62 <i>SD</i> = .53
4. Communication: Verbal	<i>M</i> = 4.51 <i>SD</i> = .66
5. Critical thinking	<i>M</i> = 4.45 <i>SD</i> = .74
6. Problem solving	<i>M</i> = 4.37 <i>SD</i> = .77
7. Attention to detail	<i>M</i> = 4.33 <i>SD</i> = .70
8. Interpersonal skills	<i>M</i> = 4.31 <i>SD</i> = .69
9. Presentation skills	<i>M</i> = 4.26 <i>SD</i> = .87
10. Data analysis	<i>M</i> = 4.15 <i>SD</i> = .89
11. Listening skills	<i>M</i> = 4.15 <i>SD</i> = .77
12. Influencing others	<i>M</i> = 4.09 <i>SD</i> = .80
13. Flexibility	<i>M</i> = 4.09 <i>SD</i> = .76
14. Time management	<i>M</i> = 4.08 <i>SD</i> = .81
15. Results driven	<i>M</i> = 4.07 <i>SD</i> = .80
16. Decision making	<i>M</i> = 4.02 <i>SD</i> = .79
17. Independence	<i>M</i> = 4.02 <i>SD</i> = .78
18. Organization skills	<i>M</i> = 3.85 <i>SD</i> = .79

19. Political savvy	<i>M</i> = 3.81 <i>SD</i> = .95
20. Organization	<i>M</i> = 3.79 <i>SD</i> = .84
21. Teamwork	<i>M</i> = 3.78 <i>SD</i> = 1.02
22. Customer service	<i>M</i> = 3.75 <i>SD</i> = 1.16
23. Continuous learning	<i>M</i> = 3.75 <i>SD</i> = .93
24. Strategic thinking	<i>M</i> = 3.72 <i>SD</i> = .94
25. Knowledge of principles, procedures, and techniques for test validation	<i>M</i> = 3.65 <i>SD</i> = 1.40
26. Leadership	<i>M</i> = 3.52 <i>SD</i> = .99
27. Knowledge of Federal guidelines on employee selection	<i>M</i> = 3.48 <i>SD</i> = 1.50
28. Networking	<i>M</i> = 3.47 <i>SD</i> = 1.05
29. Knowledge of various tests and measurements available for selection	<i>M</i> = 3.44 <i>SD</i> = 1.42
30. Creativity	<i>M</i> = 3.42 <i>SD</i> = .85
31. Knowledge of test theory as it pertains to personnel testing	<i>M</i> = 3.41 <i>SD</i> = 1.47
32. Knowledge of internal workings of the State or Federal government	<i>M</i> = 3.41 <i>SD</i> = 1.33
33. Conflict management	<i>M</i> = 3.18 <i>SD</i> = .95
34. Stress management	<i>M</i> = 3.17 <i>SD</i> = 1.08
35. Business acumen	<i>M</i> = 3.15 <i>SD</i> = 1.05
36. Risk management	<i>M</i> = 3.09 <i>SD</i> = 1.14
37. Mentoring	<i>M</i> = 2.98 <i>SD</i> = 1.03
38. Empathy	<i>M</i> = 2.95 <i>SD</i> = .97

39. Strategic leadership	$M = 2.94$ $SD = 1.14$
40. Financial Accountability	$M = 2.85$ $SD = 1.20$
41. Workforce planning	$M = 2.61$ $SD = 1.12$
42. Financial acumen	$M = 2.35$ $SD = 1.02$
43. Succession planning	$M = 2.33$ $SD = 1.23$

Note: Means and standard deviation reported for all competencies of Expert Individual Contributor ($n = 52$ 55) within Government.