

Complete List of Government Individual Contributor Competencies

Government Competencies	Individual Contributor
1. Communication: Verbal	<i>M</i> = 4.33 <i>SD</i> = .58
2. Communication: Written	<i>M</i> = 4.33 <i>SD</i> = .58
3. Critical thinking	<i>M</i> = 4.33 <i>SD</i> = .58
4. Customer service	<i>M</i> = 4.33 <i>SD</i> = 1.16
5. Ethical behavior	<i>M</i> = 4.33 <i>SD</i> = 1.16
6. Integrity	<i>M</i> = 4.33 <i>SD</i> = 1.16
7. Interpersonal skills	<i>M</i> = 4.33 <i>SD</i> = .58
8. Listening skills	<i>M</i> = 4.33 <i>SD</i> = .58
9. Attention to detail	<i>M</i> = 4.00 <i>SD</i> = .00
10. Data analysis	<i>M</i> = 4.00 <i>SD</i> = 1.41
11. Knowledge of internal workings of the State or Federal government	<i>M</i> = 4.00 <i>SD</i> = 1.00
12. Networking	<i>M</i> = 4.00 <i>SD</i> = .00
13. Problem solving	<i>M</i> = 4.00 <i>SD</i> = .00
14. Continuous learning	<i>M</i> = 3.67 <i>SD</i> = .58
15. Decision making	<i>M</i> = 3.67 <i>SD</i> = .58
16. Flexibility	<i>M</i> = 3.67 <i>SD</i> = .58
17. Results driven	<i>M</i> = 3.67 <i>SD</i> = .58
18. Independence	<i>M</i> = 3.33 <i>SD</i> = .58

19. Influencing others	<i>M</i> = 3.33 <i>SD</i> = .58
20. Presentation skills	<i>M</i> = 3.33 <i>SD</i> = .58
21. Teamwork	<i>M</i> = 3.33 <i>SD</i> = .58
22. Time management	<i>M</i> = 3.33 <i>SD</i> = .58
23. Conflict management	<i>M</i> = 3.00 <i>SD</i> = 1.00
24. Creativity	<i>M</i> = 3.00 <i>SD</i> = .00
25. Organization	<i>M</i> = 3.00 <i>SD</i> = .00
26. Organization skills	<i>M</i> = 3.00 <i>SD</i> = .00
27. Workforce planning	<i>M</i> = 3.00 <i>SD</i> = 1.00
28. Business acumen	<i>M</i> = 2.67 <i>SD</i> = 1.16
29. Financial Accountability	<i>M</i> = 2.67 <i>SD</i> = 2.08
30. Knowledge of Federal guidelines on employee selection	<i>M</i> = 2.67 <i>SD</i> = .58
31. Knowledge of principles, procedures, and techniques for test validation	<i>M</i> = 2.67 <i>SD</i> = .58
32. Knowledge of test theory as it pertains to personnel testing	<i>M</i> = 2.67 <i>SD</i> = .58
33. Knowledge of various tests and measurements available for selection	<i>M</i> = 2.67 <i>SD</i> = .58
34. Leadership	<i>M</i> = 2.67 <i>SD</i> = .58
35. Political savvy	<i>M</i> = 2.67 <i>SD</i> = 1.53
36. Risk management	<i>M</i> = 2.67 <i>SD</i> = 1.53
37. Strategic thinking	<i>M</i> = 2.67 <i>SD</i> = .58
38. Empathy	<i>M</i> = 2.33 <i>SD</i> = .58

39. Strategic leadership	<i>M</i> = 2.33 <i>SD</i> = .58
40. Stress management	<i>M</i> = 2.33 <i>SD</i> = .58
41. Succession planning	<i>M</i> = 2.33 <i>SD</i> = 1.53
42. Financial acumen	<i>M</i> = 2.00 <i>SD</i> = 1.00
43. Mentoring	<i>M</i> = 1.67 <i>SD</i> = .58

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