

Full Competencies List for Industry Executive

Industry Competencies	Executive
1. Critical thinking	<i>M</i> = 4.71 <i>SD</i> = .53
2. Accountability	<i>M</i> = 4.61 <i>SD</i> = .67
3. Ethical behavior	<i>M</i> = 4.61 <i>SD</i> = .80
4. Interpersonal skills	<i>M</i> = 4.58 <i>SD</i> = .50
5. Adaptability	<i>M</i> = 4.55 <i>SD</i> = .62
6. Leadership	<i>M</i> = 4.52 <i>SD</i> = .63
7. Executing strategy	<i>M</i> = 4.48 <i>SD</i> = .77
8. Professionalism	<i>M</i> = 4.45 <i>SD</i> = .74
9. Strategic thinking	<i>M</i> = 4.43 <i>SD</i> = .82
10. Decision making	<i>M</i> = 4.42 <i>SD</i> = .67
11. Learning agility	<i>M</i> = 4.42 <i>SD</i> = .62
12. Results driven	<i>M</i> = 4.40 <i>SD</i> = .86
13. Understanding of strategic levers for business	<i>M</i> = 4.40 <i>SD</i> = .77
14. Tolerance for ambiguity	<i>M</i> = 4.40 <i>SD</i> = .89
15. Change leadership	<i>M</i> = 4.39 <i>SD</i> = .96
16. Organization development	<i>M</i> = 4.37 <i>SD</i> = .77
17. Problem solving	<i>M</i> = 4.33 <i>SD</i> = .61
18. Systems thinking	<i>M</i> = 4.31 <i>SD</i> = .71

19. Achievement oriented	<i>M</i> = 4.29 <i>SD</i> = .74
20. Business acumen	<i>M</i> = 4.29 <i>SD</i> = .82
21. Flexibility	<i>M</i> = 4.29 <i>SD</i> = .53
22. Talent Management	<i>M</i> = 4.27 <i>SD</i> = .98
23. Communication: Verbal	<i>M</i> = 4.26 <i>SD</i> = .73
24. Communication: Written	<i>M</i> = 4.26 <i>SD</i> = .78
25. Presentation skills	<i>M</i> = 4.23 <i>SD</i> = .77
26. Vision for team	<i>M</i> = 4.23 <i>SD</i> = .82
27. Perseverance	<i>M</i> = 4.20 <i>SD</i> = .66
28. Prioritization	<i>M</i> = 4.20 <i>SD</i> = .71
29. Strategic planning	<i>M</i> = 4.20 <i>SD</i> = .81
30. Systematic thinking	<i>M</i> = 4.20 <i>SD</i> = .81
31. Versatility	<i>M</i> = 4.20 <i>SD</i> = .66
32. Collaboration	<i>M</i> = 4.17 <i>SD</i> = .83
33. Persuasion	<i>M</i> = 4.17 <i>SD</i> = .83
34. Planning	<i>M</i> = 4.13 <i>SD</i> = .73
35. Persistence	<i>M</i> = 4.07 <i>SD</i> = .83
36. Succession planning	<i>M</i> = 4.07 <i>SD</i> = .87
37. Teamwork	<i>M</i> = 4.07 <i>SD</i> = .87
38. Emotional intelligence	<i>M</i> = 4.00 <i>SD</i> = .93

39. Political acumen	<i>M</i> = 4.00 <i>SD</i> = 1.15
40. Coaching	<i>M</i> = 3.97 <i>SD</i> = .72
41. Courage	<i>M</i> = 3.94 <i>SD</i> = .77
42. Self-monitoring	<i>M</i> = 3.93 <i>SD</i> = .87
43. Delegation	<i>M</i> = 3.90 <i>SD</i> = .87
44. Innovation	<i>M</i> = 3.90 <i>SD</i> = .65
45. Conflict management	<i>M</i> = 3.77 <i>SD</i> = .92
46. Assertiveness	<i>M</i> = 3.74 <i>SD</i> = .82
47. Enthusiasm	<i>M</i> = 3.71 <i>SD</i> = 1.04
48. Resource management	<i>M</i> = 3.66 <i>SD</i> = .81
49. Facilitation skills	<i>M</i> = 3.65 <i>SD</i> = .84
50. Global mindset	<i>M</i> = 3.61 <i>SD</i> = 1.31
51. Talent acquisition	<i>M</i> = 3.60 <i>SD</i> = .97
52. Organization	<i>M</i> = 3.59 <i>SD</i> = 1.05
53. Financial acumen	<i>M</i> = 3.55 <i>SD</i> = .93
54. Negotiation	<i>M</i> = 3.50 <i>SD</i> = .86
55. Project management	<i>M</i> = 3.47 <i>SD</i> = 1.04
56. Mentoring	<i>M</i> = 3.45 <i>SD</i> = .81
57. Data analysis	<i>M</i> = 3.43 <i>SD</i> = 1.19
58. Risk management	<i>M</i> = 3.43 <i>SD</i> = 1.07

59. Understanding & translating technical jargon	<i>M</i> = 3.43 <i>SD</i> = .94
60. Workforce planning	<i>M</i> = 3.23 <i>SD</i> = .94
61. I-O content knowledge	<i>M</i> = 3.13 <i>SD</i> = .92
62. Knowledge of Affirmative Action/adverse impact/diversity/inclusion	<i>M</i> = 2.97 <i>SD</i> = 1.02

Note: Means and standard deviations reported for all competencies of Executive ($n = 29 - 31$) within Industry.