Complete List of Government Expert Individual Contributor Critical Experiences

Government Experiences	Expert Individual Contributor
1. Complete highly complex projects that include a wide range of skills necessary (e.g., analytical skills, knowledge of various methodologies)	*M* = 4.49 *SD* = .70
2. Create and administer own projects from start to finish	*M* = 4.44 *SD* = .63
3. Deliver presentations to customers	*M* = 4.44 *SD* = .95
4. Deliver effective briefings to senior management and/or customers	*M* = 4.31 *SD* = 1.03
5. Follow timelines and budgets on project work	*M* = 4.26 *SD* = .92
6. Demonstrate that project work adds value to the organization	*M* = 4.22 *SD* = .92
7. Complete high visibility assignments	*M* = 4.21 *SD* = .85
8. Monitor work to ensure it adheres to Federal law, regulations, and policies	*M* = 4.17 *SD* = 1.15
9. Communicate with people outside of current branch, agency, or organization	*M* = 4.15 *SD* = .94
10. Work on a breadth of projects with different types of customers and on multiple teams	*M* = 4.11 *SD* = .93
11. Manage multiple projects and/or working with one specific, long-term client	*M* = 4.11 *SD* = 1.01
12. Partner with others in the organization	*M* = 4.08 *SD* = .92
13. Write technical reports	*M* = 4.04 *SD* = 1.20
14. Keep up to date with literature in specialty area(s)	*M* = 4.04 *SD* = .96
15. Lead multiple projects	*M* = 4.00 *SD* = .86
16. Serve as a subject matter expert in a given area.	*M* = 3.96 *SD* = 1.25
17. Make decisions in a timely manner that will benefit the organization	*M* = 3.94 *SD* = .99

18. Develop knowledge and familiarity with multiple areas in the organization	M = 3.90 SD = 1.15
19. Lead subject matter expert (SME) meetings	M = 3.90 SD = 1.25
20. Use research and methodology skills to add value to diverse array of customers	M = 3.86 SD = 1.14
21. Work with customers or stakeholders who are not local	M = 3.74 SD = 1.13
22. Oversee work to ensure meeting Federal law, regulations, and policies	M = 3.73 SD = 1.30
23. Lead project teams	M = 3.71 SD = 1.24
24. Manage available resources	M = 3.71 SD = 1.04
25. Actively build networks with others	M = 3.70 SD = 1.01
26. Personally complete special assignments from an Executive	M = 3.67 SD = 1.31
27. Demonstrate political savvy in structuring and designing projects	M = 3.67 SD = 1.06
28. Engage employees or colleagues	M = 3.67 SD = 1.13
29. Use different types of analytical software (e.g., SPSS, Mplus, SAS)	M = 3.65 SD = 1.39
30. Understand psychometric principles and their implication for Federal service	M = 3.64 SD = 1.54
31. Use creativity in designing new projects	M = 3.62 SD = 1.20
32. Make decisions in a timely manner that will benefit the organization with an emphasis on long-term planning and overall organizational benefit	M = 3.60 SD = 1.07
33. Plan and evaluate proposals	M = 3.54 SD = 1.17
34. Develop or edit selection instruments	M = 3.49 SD = 1.59
35. Serve as a representative of the organization to both Executive level employees and the general public	M = 3.40 SD = 1.42
36. Become a part of a task force and/or committees	M = 3.28 SD = 1.09

37. Use different types of analytical methods (e.g., Structural Equation Modeling, Hierarchical Linear Modeling, Multiple Regression, ANOVAs)	M = 3.23 SD = 1.53
38. Teach others how to use selection instruments	M = 3.21 SD = 1.60
39. Recommend scoring methods and standards for employment tests	M = 3.21 SD = 1.69
40. Proofread test materials written by others	M = 3.06 SD = 1.65
41. Apply professional & technical knowledge in selection & licensing problems	M = 3.05 SD = 1.68
42. Serve on special committees/work groups with employees of other government organizations	M = 3.04 SD = 1.24
43. Empower employees or colleagues	M = 3.00 SD = 1.13
44. Present research at professional meetings and conferences	M = 2.94 SD = 1.06
45. Conduct administrative duties	M = 2.94 SD = .99
46. Create strategic plans	M = 2.91 SD = 1.38
47. Prepare instructions for scoring examinations	M = 2.88 SD = 1.61
48. Manage and develop broad-based human capital initiatives (e.g., initiatives for the organization)	M = 2.82 SD = 1.42
49. Develop strategy for the organization	M = 2.82 SD = 1.33
50. Participate in continuing education on successful management techniques	M = 2.74 SD = 1.36
51. Manage budgets for a portfolio of projects	M = 2.57 SD = 1.33
52. Provide developmental opportunities to subordinates	M = 2.22 SD = 1.33
53. Testify in court (e.g., defending validity of selection system)	M = 2.19 SD = 1.43
54. Develop and/or contribute to Federal laws and regulations regarding human capital policy	M = 2.18 SD = 1.39
55. Testify in court (e.g., defending validity of selection instrument)	M = 2.12 SD = 1.32
56. Conduct succession planning	M = 2.10 SD = 1.22

57. Represent department in depositions and testimony	*M* = 2.09 *SD* = 1.33
58. Maintain a budget for specific department	*M* = 2.00 *SD* = 1.18
59. Develop and maintain a budget for multiple areas	*M* = 1.88 *SD* = 1.10
60. Manage performance of subordinates	*M* = 1.79 *SD* = 1.02
61. Represent the department in depositions and testimonies to Congressional committees	*M* = 1.72 *SD* = 1.11

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