

CATEGORY BREAKDOWN

For consulting and coaching

Accountability for Others

Conceptual Thinking

Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

Continuous Learning

- Self Improvement
- Personal Drive

Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

Decision Making

- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

Developing Others

Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

Empathetic Outlook

Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

Goal Achievement

- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

Leading Others

Personal Accountability

Objective Listening

- Evaluating What is Said

Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

Problem Solving

Resiliency

- Persistence
- Handling Rejection
- Initiative

Results Orientation

Self Management

Self-Starting Ability

- Initiative

Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others

CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
6.7	7.5	Accountability For Others	7.8	7.8	Relating To Others
8.5	7.7	Accurate Listening	8.5	8.0	Respect For Policies
8.1	8.0	Attention To Detail	8.6	8.2	Respect For Property
9.0	7.9	Attitude Toward Others	6.7	7.3	Results Orientation
6.8	7.0	Balanced Decision Making	6.8	7.1	Role Awareness
6.9	7.3	Conceptual Thinking	6.3	7.1	Role Confidence
7.4	7.6	Concrete Organization	5.9	6.7	Self Assessment
5.8	7.3	Consistency And Reliability	5.9	7.4	Self Confidence
7.4	7.9	Conveying Role Value	5.8	6.9	Self Direction
8.5	7.9	Correcting Others	7.6	8.1	Self Improvement
7.6	7.4	Developing Others	6.3	7.4	Self Management
8.2	7.9	Emotional Control	6.8	7.7	Sense Of Belonging
9.0	8.1	Empathetic Outlook	5.6	7.3	Sense Of Mission
6.3	7.4	Enjoyment Of The Job	6.6	7.3	Sense of Self
8.1	7.7	Evaluating Others	6.3	7.5	Sense Of Timing
8.5	7.7	Evaluating What Is Said	9.0	7.9	Sensitivity To Others
8.5	8.0	Following Directions	7.3	7.6	Status And Recognition
9.0	7.8	Freedom From Prejudices	6.9	7.3	Surrendering Control
6.7	7.1	Gaining Commitment	8.0	7.8	Systems Judgment
6.7	7.4	Goal Directedness	6.9	7.2	Taking Responsibility
6.2	7.4	Handling Rejection	9.1	8.3	Theoretical Problem Solving
6.5	7.0	Handling Stress	8.5	8.1	Understanding Motivational Needs
6.3	6.9	Initiative	8.4	7.6	Using Common Sense
9.3	7.6	Integrative Ability			
6.9	7.1	Internal Self Control			
6.9	7.0	Intuitive Decision Making			
5.8	7.3	Job Ethic			
8.4	7.9	Leading Others			
6.8	7.6	Long Range Planning			
7.6	8.0	Material Possessions			
6.4	6.9	Meeting Standards			
7.9	7.8	Monitoring Others			
7.0	7.2	Persistence			
6.9	7.2	Personal Accountability			
5.8	7.1	Personal Drive			
9.5	8.1	Personal Relationships			
7.2	7.8	Persuading Others			
7.8	8.0	Practical Thinking			
8.2	7.9	Proactive Thinking			
7.5	7.5	Problem Solving			
6.7	7.4	Project And Goal Focus			
6.5	7.3	Project Scheduling			
6.7	7.5	Quality Orientation			
8.4	7.7	Realistic Expectations			
8.6	8.2	Realistic Goal Setting For Others			
6.8	7.6	Realistic Personal Goal Setting			