Senior Level Executive Critical Elements (Executive Core Qualifications) & Related Competencies

Results Driven*	Leading Change	Leading People	Business Acumen	Building Coalitions
Definitions				
This critical element involves the ability to meet organizational goals and customer expectations. Inherent to this element is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems and calculating risks.	This critical element involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this element is the ability to establish an organizational vision and to implement it in a continuously changing environment.	This critical element involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this element is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.	This critical element involves the ability to manage human, financial, and information resources strategically.	This critical element involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.
Competencies				
Accountability Customer Service Decisiveness Entrepreneurship Problem Solving Technical Credibility	Creativity and Innovation External Awareness Flexibility Resilience Strategic Thinking Vision	Conflict Management Leveraging Diversity Developing Others Team Building	Financial Management Human Capital Management Technology Management	Partnering Political Savvy Influencing/Negotiating

*Must be assigned highest weight