

Skidmore Employee Competencies

Interpersonal Skills are the ability to...

- x Be a team player
- x Build trust by demonstrating ethical and responsible behavior
- x Share information
- x Communicate honestly and openly
- x Effectively use language, writing, and actions to inform, inspire and influence others

Initiative is the ability to...

- x Identify opportunities and take responsibility for needed action
- x Set and meet commitments
- x Take calculated risks (thoughtful, reasonable)
- x Be self-motivating

Analytical Ability is the ability to...

- x Demonstrate planning and problem-solving skills
- x Be extremely inquisitive and quick-minded
- x Effectively combine diverse information, intuition, and common sense when considering alternatives

Change Orientation is the ability to...

- x Initiate constructive conflict and change
- x Work in a group environment, recognize team dynamics, and influence others in a constructive way
- x Challenge the status quo
- x Continue to look for better ways to get things done
- x React to change in a positive way

High Self-Confidence Share credit and recognize

- x Accept responsibility for mistakes and learn from mistakes

Integrity is the ability to...

- x Act ethically in dealing with others
- x Be straight forward and honest
- x Act in a manner that is consistent with what is said
- x Maintain the confidentiality of sensitive information
 - x Support a welcoming, respectful and inclusive community
 - x Appreciate other cultures and traditions
 - x Actively listen and learn from differing perspectives