Leadership Competencies

Culturally Competent
- Demonstrates intercultural awareness and understanding.
- Communicates effectively across cultures.
- Integrates multiple perspectives and values.
- Leverages differences.

Performance Driven
- Drives excellence and sets high standards.
- Communicates explicit expectations.
- Demands accountability.
- Promotes innovation.
- Demonstrates results orientation.

People Centered
- Models high emotional intelligence, self-awareness, and self-confidence.
- Invests in and develops others, unleashes talent in others.
- Practices "shared leadership."
- Effectively integrates work and personal life.

Values Oriented
- Demonstrates integrity and authenticity.
- Models and demands ethical behavior.
- Inspires trust.
- Demonstrates wisdom and seeks common good.
- Builds and maintains relationships.

An Integrative and Strategic Leader
- Develops and communicates comprehensive vision, strategy and clear purpose.
- Builds collaborative relationships with multiple stakeholders.
- Actively seeks external inputs.
- Proactively manages change.

Culture of Health (not rated FY15)
- Supports employees in being active during the workday.
- Encourages employees to eat well, including promoting healthy food options at office events.
- Promotes work-life fit, such as discussing flexible work arrangements that support all aspects of employees' lives.
- Encourages employees to work healthy, including encouraging education about ergonomic solutions.
- Empowers employees to engage in learning opportunities and show appreciation for their work.