

MANAGEMENT CORE COMPETENCY

Following are the seven (7) core competencies upon which managers will be appraised with regard to their day-to-day work:

Core Competency	For each competency, the assessing supervisor will make the following fundamental assessments:
Results	How well did the manager achieve the results expected from conducting his/her day-to-day work assignments during the evaluation period?
Judgment/Decision Making/Problem Solving	What is the quality of judgment and decision-making that the manager regularly applies to accomplish business objectives, <u>and</u> how regularly does the manager use rational/appropriate processes to resolve difficult issues?
Effective Communication	How capable is the manager in regularly delivering appropriate and effective information/messages, both oral and written?
Functional Expertise	How proficient is the manager (both functionally and technically) in his/her current job?
Planning/Organizing	How effectively does the manager regularly identify pertinent issues, prioritize work, and take action to meet established deadlines?
Collaboration/Team Work	How effectively does the manager regularly work with others (inside and/or outside his/her unit) to accomplish both organizational and personal goals/projects?
Supervision/Leadership	How effectively does the manager supervise others to accomplish business goals; <u>and/or</u> how effectively does the manager regularly lead by example when working with others to solve problems and accomplish business goals?