



Section I - Executive Summary

Critical Skill Set Summary

Color Key:  Bosses considering Skill Set as critical.
 Managers considering Skill Set as critical.

The 15 Managers and their Boss(es) were presented with the 18 Skill Sets and asked to identify the six that they considered to be the most critical for success. The chart below lists the Skill Sets in descending order and displays what percentage of the Managers and Bosses perceived that Skill Set to be critical.

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|-------------------------------|-----|-----|-----|
| Facilitates Team Success | 67% | 36% | 31% |
| Achieves Results | 57% | 31% | 26% |
| Communicates Effectively | 56% | 33% | 23% |
| Motivates Successfully | 49% | 28% | 21% |
| Provides Direction | 41% | 23% | 18% |
| Thinks Creatively | 28% | 10% | 18% |
| Instills Trust | 26% | 3% | 23% |
| Works Efficiently | 18% | 13% | 5% |
| Delegates Responsibility | 15% | 10% | 5% |
| Listens To Others | 15% | | 15% |
| Works Competently | 13% | 8% | 5% |
| Takes Action | 13% | 5% | 8% |
| Cultivates Individual Talents | 11% | 3% | 8% |
| Displays Commitment | 10% | 5% | 5% |
| Seeks Improvement | 10% | 5% | 5% |
| Builds Personal Relationships | 8% | 3% | 5% |
| Adjusts to Circumstances | 8% | | 8% |
| Processes Information | 3% | | 3% |