

	Grade 13	Grade 14	Grade 15	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	CEC	Other Policy Groups
Building Collaborative Relationships	13	23	25	20	19	18	4	8	9	3	67
Analytical Thinking	16	16	21	21	19	13	2	6	3	1	44
Managing Change	6	11	22	17	15	17	4	8	7	3	38
Strategic Thinking	2	8	21	18	15	15	4	9	10	1	35
Empowering Others	12	14	15	14	13	14	3	8	8	0	106
Forward Thinking	13	12	19	10	14	9	6	6	1	2	66
Personal Credibility	9	14	16	19	12	10	1	2	4	3	67
Directing	8	11	14	21	12	14	1	5	3	0	65
Customer Orientation	12	22	14	15	15	7	1	1	1	1	50
Innovating	7	10	15	12	12	13	4	4	5	1	37
Coordinating	14	17	15	15	9	9	3	0	0	1	57
Attention to Communication	12	14	16	14	11	10	1	2	2	0	86
Written Communication	12	9	19	14	10	5	2	5	5	0	30
Oral Communication	12	12	19	14	10	4	1	4	4	0	57
Managing Performance	8	12	17	15	7	7	6	2	3	1	50
Thoroughness	11	13	10	16	10	6	1	5	5	1	44
Technical Expertise	12	9	13	15	12	9	0	3	1	1	34
Producing	11	10	13	11	14	4	1	1	1	2	45
Flexibility	1	15	18	11	7	6	2	3	1	1	90
Facilitating	7	13	13	8	9	4	2	3	5	0	47
Coaching	8	13	11	7	7	8	2	1	2	0	57
Result Orientation	4	1	9	16	11	6	1	4	4	1	28
Providing Motivational Support	6	10	10	9	5	6	2	4	3	0	57
Decisiveness	3	4	8	9	9	8	1	4	6	1	50
Conceptual Thinking	2	8	12	8	9	4	2	1	3	0	18
Interpersonal Awareness	5	10	8	4	5	6	1	1	4	0	56
Fostering Diversity	3	6	9	8	2	4	1	1	6	1	33
Persuasive Communication	0	5	3	8	8	5	3	3	3	3	15
Influencing	2	5	6	5	9	5	4	2	1	1	14
Self Confidence	10	4	7	5	7	1	0	2	2	1	36
Diagnostic Information Gathering	1	11	6	7	8	2	2	0	2	0	13
Stress Management	5	5	5	4	5	2	0	0	0	0	34
Global Perspective	0	2	5	2	5	6	2	1	2	0	15
Entrepreneurial Orientation	1	0	1	1	2	1	0	1	1	0	2

