

# General Competency Models

<b>Executive</b>	<b>Manager</b>	<b>Supervisor</b>	<b>Sales Manager</b>	<b>Professional/ Individual Contributor</b>
Visioning	Decisive Judgment	Decisive Judgment	Decisive Judgment	Decisive Judgment
In-Depth Problem Solving	Championing Change	Adapting to Change	Driving for Results	Adapting to Change
Championing Change	Planning and Organizing	Planning and Organizing	Customer Focus	Planning and Organizing
Driving for Results	Driving for Results	Driving for Results	Resilience	Delivering Results
Influencing and Persuading	Managing Others	Managing Others	Persuading to Buy	Resilience
Managing Others	Coaching and Developing Others	Coaching and Developing Others	Managing Others	Teamwork and Collaboration
Organizational Savvy	Relationship Management	Motivating Others	Motivating Others	Interpersonal Communication
Business Acumen*	Business Acumen*	Functional Acumen*	Negotiation	Functional Acumen*
Integrity*	Integrity*	Integrity*	Presentation Skills*	Integrity*
Courage of Convictions*	Written Communication*			
Presentation Skills*				
Continuous Learning*				

