

## Full Competencies List for Consultant Manager

Consulting Competencies	Manager
1. Communication: Verbal	<i>M</i> = 4.62 <i>SD</i> = .58
2. Critical thinking	<i>M</i> = 4.60 <i>SD</i> = .61
3. Communication: Written	<i>M</i> = 4.52 <i>SD</i> = .62
4. Interpersonal skills	<i>M</i> = 4.43 <i>SD</i> = .70
5. Adaptability	<i>M</i> = 4.43 <i>SD</i> = .73
6. Ethical behavior	<i>M</i> = 4.38 <i>SD</i> = .77
7. Customer service	<i>M</i> = 4.38 <i>SD</i> = .76
8. Project management	<i>M</i> = 4.38 <i>SD</i> = .79
9. Decision making	<i>M</i> = 4.37 <i>SD</i> = .70
10. Tolerance for ambiguity	<i>M</i> = 4.36 <i>SD</i> = .78
11. Collaboration	<i>M</i> = 4.34 <i>SD</i> = .71
12. Integrity	<i>M</i> = 4.33 <i>SD</i> = .75
13. Problem solving	<i>M</i> = 4.33 <i>SD</i> = .65
14. Flexibility	<i>M</i> = 4.33 <i>SD</i> = .70
15. Conscientiousness	<i>M</i> = 4.31 <i>SD</i> = .68
16. Attention to detail	<i>M</i> = 4.30 <i>SD</i> = .71
17. Time management	<i>M</i> = 4.29 <i>SD</i> = .61
18. Initiative	<i>M</i> = 4.27 <i>SD</i> = .71

19. Presentation skills	<i>M</i> = 4.23 <i>SD</i> = .80
20. Prioritization	<i>M</i> = 4.23 <i>SD</i> = .71
21. Multi-tasking	<i>M</i> = 4.16 <i>SD</i> = .87
22. Teamwork	<i>M</i> = 4.13 <i>SD</i> = .81
23. Self-discipline	<i>M</i> = 4.11 <i>SD</i> = .74
24. Productive	<i>M</i> = 4.11 <i>SD</i> = .74
25. Leadership	<i>M</i> = 4.05 <i>SD</i> = .75
26. Organization	<i>M</i> = 4.02 <i>SD</i> = .75
27. Dedication	<i>M</i> = 3.98 <i>SD</i> = .83
28. Business development	<i>M</i> = 3.97 <i>SD</i> = .95
29. Commitment	<i>M</i> = 3.89 <i>SD</i> = .94
30. Feedback skills	<i>M</i> = 3.86 <i>SD</i> = .86
31. Delegation	<i>M</i> = 3.86 <i>SD</i> = .88
32. Strategic thinking	<i>M</i> = 3.83 <i>SD</i> = .83
33. Stress management	<i>M</i> = 3.72 <i>SD</i> = 1.00
34. Data analysis	<i>M</i> = 3.70 <i>SD</i> = .99
35. Intellectual stimulation	<i>M</i> = 3.67 <i>SD</i> = .94
36. Research skills	<i>M</i> = 3.62 <i>SD</i> = 1.05
37. Knowledge of validation principles	<i>M</i> = 3.60 <i>SD</i> = 1.25
38. Product knowledge	<i>M</i> = 3.59 <i>SD</i> = 1.04

39. Innovation	<i>M</i> = 3.57 <i>SD</i> = .88
40. Political savvy	<i>M</i> = 3.52 <i>SD</i> = .93
41. Knowledge of test development	<i>M</i> = 3.43 <i>SD</i> = 1.20
42. Psychometrics	<i>M</i> = 3.42 <i>SD</i> = 1.12
43. Data management	<i>M</i> = 3.42 <i>SD</i> = 1.06
44. Sales ability	<i>M</i> = 3.34 <i>SD</i> = 1.07
45. Creativity	<i>M</i> = 3.33 <i>SD</i> = .82
46. Executive disposition	<i>M</i> = 3.32 <i>SD</i> = .95
47. Coaching	<i>M</i> = 3.28 <i>SD</i> = .98
48. Mentoring	<i>M</i> = 3.27 <i>SD</i> = .88
49. Creating a vision	<i>M</i> = 3.20 <i>SD</i> = .83
50. Strategic planning	<i>M</i> = 3.17 <i>SD</i> = .97
51. Financial acumen	<i>M</i> = 3.05 <i>SD</i> = 1.04
52. Marketing	<i>M</i> = 3.05 <i>SD</i> = 1.07
53. Cross cultural acumen	<i>M</i> = 3.02 <i>SD</i> = 1.02
54. Entrepreneurship	<i>M</i> = 2.83 <i>SD</i> = 1.09
55. Transformational leadership	<i>M</i> = 2.79 <i>SD</i> = .90
56 Trustworthiness	<i>M</i> = 4.40 <i>SD</i> = .66
57. Knowledge of multiple content areas in psychology	<i>M</i> = 3.49 <i>SD</i> = .94

*Note:* Means and standard deviation reported for all competencies of Manager (*n* = 61 - 65) within Consulting.