



# Dimension 4: Management, teamwork and leadership

Info. management, data collection and quality control



Generation of forecasts, outlooks, watches / warnings



IDSS



Management, teamwork and leadership



Integration of science and technology



**Competency: Exhibiting teamwork:** Work with others to achieve goals; facilitate cooperation, trust, and group identity; foster commitment and team spirit; manage and resolve conflicts

## GS-5 to GS-7

- Demonstrates ability to constructively work as a team member to advance team objectives.
- Demonstrates, in routine team environments, ability to collaborate and provide input with other team members inside and outside of the office utilizing effective interpersonal skills.
- Demonstrates, in routine situations, ability to combine diverse team member perspectives with individual perspectives to advance common team objectives.

## GS-7 to GS-9

- Demonstrates ability to foster team commitment, spirit, and positive energy.
- Demonstrates, with assistance, ability to lead teams and deliver useful and timely results.
- Demonstrates, in routine team environments, ability to apply intermediate-level skill in providing expertise and collaborating with other team members both within and outside of the office utilizing effective interpersonal skills.

## GS-9 to GS-11

- Demonstrates the ability to lead teams and deliver useful and timely results.
- Demonstrates, in routine team environments, ability to apply advanced-level skill in providing expertise and collaborating with other team members both within and outside of the office utilizing effective interpersonal skills.
- Demonstrates, in simple situations, ability to identify, manage and resolve conflicts among team members.
- On occasion may serve as a key resource to others.

## GS-11 to GS-12

- Independently leads a diversity of projects or teams to deliver useful and timely results.
- In complex team environments, collaborates and provides expertise with other team members inside and outside of the office utilizing effective interpersonal skills.
- In complex situations, identifies, manages, and resolves conflicts among team members.
- Demonstrates the ability to serve as a key resource to others.



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**Competency: Leading others:** Encourage honesty, transparency, and open dialogue to influence others actions and growth towards the attainment of desired goals

## GS-5 to GS-7

- Demonstrates awareness of leadership qualities and practices.
- Exposed to and demonstrates knowledge of leadership roles within the office.
- Demonstrates ability to recognize and begin to navigate different working styles.
- Demonstrates the ability to exhibit good decision making and judgement in routine or simple situations.
- Demonstrates ability, with assistance, to occasionally lead small teams or short activities.

## GS-7 to GS-9

- Exhibits basic-level leadership qualities and practices.
- Demonstrates ability to recognize differences in working styles and exhibits intermediate-level skill in adapting to those differences.
- Demonstrates ability to make good decisions and judgement in most situations.
- With occasional assistance, able to lead teams or activities.
- Demonstrates ability to deliver constructive feedback to others in the office when asked.

## GS-9 to GS-11

- Demonstrates intermediate level leadership qualities and seeks leadership opportunities.
- Demonstrates ability to recognize differences in working styles and exhibits advanced-level skill in adapting to those differences.
- Demonstrates ability to make good decisions and judgement.
- Demonstrates ability to frequently deliver constructive feedback to others in the office.
- On occasion may serve as a key resource to others.

## GS-11 to GS-12

- Frequently exhibits leadership qualities in a variety of situations and seeks leadership opportunities.
- Adapts leadership styles to manage a variety of situations and working styles.
- Exemplifies good decision-making and judgement.
- Frequently delivers constructive feedback to help advance others in the office.
- Demonstrates the ability to serve as a key resource to others.



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**Competency: Leveraging diversity and respecting others:** Value the talents of all employees and work in a professional manner with colleagues and superiors

## GS-5 to GS-7

- Demonstrates ability to engage others and consider diverse perspectives.
- Demonstrates understanding of emotional intelligence.

## GS-7 to GS-9

- Demonstrates ability to use intermediate-level skill to apply the concepts of diversity to problem solving and conflict resolution.
- Demonstrates ability to leverage emotional intelligence to improve workplace relationships.

## GS-9 to GS-11

- Demonstrates, using advanced-level skill, ability to apply the concepts of diversity to problem solving and conflict resolution.
- Demonstrates, in most situations, ability to identify, appreciate, and leverage the talents of others to achieve common objectives.
- On occasion may serve as a key resource to others.

## GS-11 to GS-12

- Fully capable of applying the concepts of diversity in the workplace.
- Regularly identifies, appreciates, and leverages the talents of others to achieve common objectives.
- Demonstrates the ability to serve as a key resource to others.



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**Competency: Managing programs:** Develop ownership of focal areas and develop facility in managing several programs and/or projects simultaneously to create value and impact

## GS-5 to GS-7

- Demonstrates ability to contribute to one or more programs in the office.
- Exposed to and demonstrates knowledge of role of program lead or focal point duties.

## GS-7 to GS-9

- Demonstrates ability to assist program leads and/or focal points with their responsibilities.
- Demonstrates ability to occasionally lead a program or focal point under direct supervision.

## GS-9 to GS-11

- Demonstrates ability to actively participate in one or more programs as a subject matter expert.
- Demonstrates, with occasional supervision, ability to regularly lead a program or focal point.
- Demonstrates ability to serve as an interim program lead or focal point.
- On occasion may serve as a key resource to others.

## GS-11 to GS-12

- With little to no supervision, serves as a team lead or focal point for one or more programs in the office.
- Serves as a subject matter expert for programs and focal areas.
- Demonstrates the ability to serve as a key resource to others.