

Performance Competencies

- **Communication** Articulates thoughts and ideas clearly and effectively to exchange information. Listens to others and provides useful feedback.
- **Work Ethic** Demonstrates personal accountability, effective work habits, integrity and ethical behavior.
- **Teamwork** Works well as part of a team through respectful and collaborative relationships with colleagues, customers, affiliates and stakeholder groups.
- **Problem Solving** Improves, designs, refines, finds and invents criteria to and combine in order to resolve problems. This combines creative and critical thinking.

Initiative Determines what needs to be done and acts on it. Takes charge before others do and/or without being instructed