

ANNEX A-8

COMPETENCIES AND EXECUTIVE CORE QUALIFICATIONS CROSSWALK		
CP 11 MULTI-DISCIPLINED FINANCIAL ANALYST CORE COMPETENCIES	OPM LEADERSHIP COMPETENCIES	EXECUTIVE CORE QUALIFICATION
Auditing	Integrity/Honesty Problem Solving Resilience Technical Credibility Financial Management Written Communication	Leading People Results Driven Business Acumen Results Driven Business Acumen Building Coalitions/Communication
Accounting	Integrity/Honesty Resilience Technical Credibility Financial Management	Leading People Business Acumen Results Driven Business Acumen
Budgeting	Flexibility Innovation Resilience Technical Credibility Financial Management Influencing/Negotiating Written Communication	Leading Change Leading Change Business Acumen Results Driven Business Acumen Building Coalitions/Communication Building Coalitions/Communication
Fiscal Law	Integrity/Honesty Accountability Influencing/Negotiating Resilience Technical Credibility	Leading People Results Driven Building Coalitions/Communication Business Acumen Building Coalitions/Communication
Managerial Fiscal Responsibility	Accountability Creativity Customer Service Innovation Interpersonal Skills Entrepreneurship Financial Management Human Resource Management	Results Driven Leading Change Results Driven Leading Change Leading People Results Driven Business Acumen Business Acumen
Resource and Program Management	External Awareness Accountability Customer Service Interpersonal Skills Problem Solving Technical Credibility	Leading Change Results Driven Results Driven Leading People Results Driven Results Driven

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CP 11 MULTI-DISCIPLINED FINANCIAL ANALYST CORE COMPETENCIES	OPM LEADERSHIP COMPETENCIES	EXECUTIVE CORE QUALIFICATION
Acquiring and Contracting	Flexibility Decisiveness Entrepreneurship Problem Solving Resilience Influencing/Negotiating	Leading Change Results Driven Results Driven Results Driven Business Acumen Building Coalitions/Communication
Business Processes Practices	Flexibility Creativity Customer Service Innovation Entrepreneurship Influencing/Negotiating	Leading Change Leading Change Results Driven Leading Change Results Driven Building Coalitions/Communication
Cost and Operations Research Analysis	Problem Solving Continual Learning Technology Management Financial Management	Leading Change Results Driven Business Acumen Business Acumen
Information Technology Management and Application	Financial Management Creativity Innovation Technology Management	Business Acumen Leading Change Leading Change Business Acumen
Managerial Services	Customer Service Entrepreneurship Technical Credibility Partnering	Results Driven Results Driven Results Driven Building Coalitions/Communication
Organization Performance Measurement	Continual Learning Interpersonal Skills Service Motivation Strategic Thinking Accountability	Leading Change Leading People Leading Change Leading Change Results Driven
Project Management	External Awareness Creativity Innovation Flexibility Interpersonal Skills Problem Solving Technical Credibility	Leading Change Leading Change Leading Change Leading Change Leading People Leading People Results Driven

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CP 11 MULTI-DISCIPLINED FINANCIAL ANALYST CORE COMPETENCIES	OPM LEADERSHIP COMPETENCIES	EXECUTIVE CORE QUALIFICATION
		Results Driven
Interpersonal Skills	Conflict Management Cultural Awareness Integrity/Honesty Customer Service Influencing/Negotiating Oral Communication Partnering Political Savvy Written Communication	Leading People Leading People Leading People Results Driven Building Coalitions/Communication Building Coalitions/Communication Building Coalitions/Communication Building Coalitions/Communication Building Coalitions/Communication
Human Resource Management	Flexibility Conflict Management Cultural Awareness Integrity/Honesty Interpersonal Skills Team Building Technical Credibility Human Resource Management Oral Communication Written Communication	Leading Change Leading People Leading People Building Coalitions/Communication Leading People Building Coalitions/Communication Results Driven Business Acumen Business Acumen Building Coalitions/Communication
Leadership and Management Development	Continual Learning External Awareness Flexibility Service Motivation Strategic Thinking Vision Conflict Management Cultural Awareness Integrity/Honesty Accountability Decisiveness Influencing/Negotiating Political Savvy	Leading Change Leading Change Leading Change Leading Change Leading Change Leading Change Leading People Leading People Leading People Results Driven Results Driven Building Coalitions/Communication Building Coalitions/Communication
Strategic Vision	Strategic Thinking External Awareness Vision	Leading Change Leading Change Leading Change