OPM COMPETENCY CHART
The Leadership Journey

Managing Self All Employees	Managing Projects Team Leader or Project Manager	Managing People Supervisor	Managing Programs Manager	Leading Organizations Executive	Managing Performance Supervisor, Manager, Executive
Integrity/Honesty Fundamental	Team Building ECQ 2	Human Capital Management ECQ 4	Technology Management ECQ 4	External Awareness ECQ 1	Building Performance Culture
Interpersonal Skills Fundamental	Customer Service ECQ 3	Leveraging Diversity ECQ 2	Financial Management ECQ 4	Vision ECQ 1	Differentiating Performance
Continual Learning Fundamental	Technical Credibility ECQ 3	Conflict Management ECQ 2	Creativity / Innovation ECQ 1	Strategic Thinking ECQ 1	Facilitating Performance
Resilience ECQ 1	Accountability ECQ 3	Public Service Motivation Fundamental	Partnering ECQ 5	Entrepreneurship ECQ 3	Goal Setting
Oral Communication Fundamental	Decisiveness ECQ 3	Developing Others ECQ 2	Political Savvy ECQ 5		Performance Coaching and Feedback
Written Communication Fundamental	Influencing / Negotiating ECQ 5				Understanding Performance Management Processes and Practices
Flexibility ECQ 1					
Problem Solving ECQ 3					

DEVELOPMENTAL PROGRESSION