

Individual Contributor Competencies

Recommended Search Terms in DIG and Blue Ocean Brain

Competency Definition	Search Terms
Ensures Accountability Holding self and others accountable to meet commitments.	• Avoiding procrastination • Keeping others accountable • Monitoring your progress at work • Owning up to your mistakes • Reducing perfectionism • Stopping complacency in the workplace
Self-Development Actively seeking new ways to grow and be challenged using both formal and informal development channels.	• Creating a personal development plan • Developing in your role • How to leverage your own talent • Looking for a mentor • Patience with personal development • Personal SWOT analysis
Decision Quality Making good and timely decisions that keep the organization moving forward.	• Avoid groupthink • Effective decision making • Effective problem solving • Encouraging open dialogue at work • Making smart decisions • Reducing (confirmation, frequency, recency, negative, attachment) bias
Demonstrates Self-Awareness Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.	• Dealing with feedback • Finding your blind spots • How to gather feedback from colleagues • How to learn from feedback • Learning your hidden strengths • Personal development tips
Values differences Recognizing the value that different perspectives and cultures bring to an organization.	• Appreciating diverse communication styles • Being more inclusive at work • Cross-cultural diversity management • Dealing with difficult and disrespectful behavior • Handling workplace conflict • Respecting others' opinions