

Universal Competency Framework

'Great 8' Leadership Factors

1

Leading &
Deciding

2

Supporting &
Cooperating

3

Interacting &
Presenting

4

Analyzing &
Interpreting

5

Creating &
Conceptualizing

6

Organizing &
Executing

7

Adapting &
Coping

8

Enterprising &
Performing

20 Competencies

1.1

Deciding &
Initiating Action

2.1

Adhering to
Principles &
Values

3.1

Relating &
Networking

4.1

Writing &
Reporting

5.1

Learning &
Researching

6.1

Delivering &
Meeting
Expectations

7.1

Coping with
Pressure

8.1

Achieving
Goals &
Objectives

1.2

Leading &
Supervising

2.2

Working with
People

3.2

Persuading &
Influencing

4.2

Applying
Expertise &
Technology

5.2

Creating &
Innovating

6.2

Following
Instructions &
Procedures

7.2

Adapting &
Responding
to Change

8.2

Entrepreneurial
& Commercial
Thinking

3.3

Presenting &
Communicating

4.3

Analyzing

5.3

Formulating
Concepts &
Strategies

6.3

Planning &
Organizing

Shl Universal Competency Framework Interview Guide

Donna Wright



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