

## Competency Equivalents List

<b>You May Be Looking For</b>	<b>Entegrys Equivalent</b>	<b>Levels</b>
Achieving Quality Results	Achieving Quality Results	1 to 4
Adaptability	Adaptability	1 to 4
Advocating for Others	Managing Change	3
Analysis	Analysis	1 to 4
Analytical Thinking	Analysis	1 to 4
Attention to Detail	Achieving Quality Results	1
Building Customer Relations	Client Service	1 to 4
Building Strategic Performance	Building Strategic Performance	1 to 4
Building the Market	Marketing	1 to 4
Building Trust	Integrity	1 to 4
Business Acumen	Business Acumen	1 to 4
Business Software Needs Analysis	Software Proficiency	3, 4
Business Writing	Written Business Communication	1 to 4
Client Relationship Management	Client Relationship Management	1 to 4
Client Service	Client Service	1 to 4
Client Service Orientation	Client Service	1 to 4
Client Support	Client Relationship Management	1, 2
Coaching	Coaching	1 to 4
Collaboration	Teamwork	1 to 4
Communication	Interpersonal Communication	1 to 4
Conflict Management	Resolving Conflict	1 to 4
Conscientiousness	Achieving Quality Results	1, 2
Consulting	Client Relationship Management	3, 4
Continuous Improvement	Achieving Quality Results	3, 4
Continuous Learning	Continuous Learning	1 to 4
Courage	Integrity	3, 4
Creativity & Innovation	Creativity & Innovation	1 to 4
Critical Thinking	Analysis	1 to 4
Customer Service	Client Service	1 to 4
Cultural Awareness	Respecting Diversity	1, 2, 3
Decision Making	Judgement/Decision-Making	1 to 4
Developing Competence in Others	Coaching	1, 2
Developing Others	Coaching	1 to 4
Displaying Initiative	Initiative	1 to 4
Encouraging Creativity & Innovation	Creativity & Innovation	1 to 4
Ethical Practice	Integrity	1 to 4
Facilitation Skills	Facilitation Skills	1 to 4
Financial Responsibility	Financial Responsibility	1 to 4
Flexibility	Adaptability	1 to 4
Formal Presentation	Facilitation Skills	1 to 4

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Fostering Independence	Coaching	1 to 4
Holding Others Accountable	Building Strategic Performance	1, 2
Influencing Others	Persuasiveness	1 to 4
Informal Negotiating	Persuasiveness	1 to 4
Initiative	Initiative	1 to 4
Innovation	Creativity & Innovation	1 to 4
Instructional Design	Instructional Design	1 to 4
Integrity	Integrity	1 to 4
Interpersonal Communication	Interpersonal Communication	1 to 4
Interpersonal Relations	Integrity	1 to 4
Judgement/Decision-Making	Judgement/Decision-Making	1 to 4
Knowing Our Business	Business Acumen	1, 2
Knowledge & Application of Financial Principles	Knowledge & Application of Financial Principles	1 to 4
Leadership	Leading/Influencing	1, 2
Leading/Influencing	Leading/Influencing	1 to 4
Lifelong Learning	Continuous Learning	1 to 4
Managing Change	Managing Change	1 to 4
Managing Diversity	Respecting Diversity	3, 4
Managing Performance (Individual & Organizational)	Building Strategic Performance	1 to 4
Managing Stress	Managing Stress	1 to 4
Marketing	Marketing	1 to 4
Meeting Facilitation	Facilitation Skills	1 to 4
Meeting Participation	Meeting Participation	1 to 4
Network Building	Political Acumen	2, 3, 4
Optimizing Risk	Risk Management	1 to 4
Organizational Awareness	Political Acumen	1 to 4
PC Operation	Software Proficiency	1, 2
Performance Management	Building Strategic Performance	1, 2
Personal Development	Self Management	2, 3, 4
Persuading	Persuasiveness	1 to 4
Persuasiveness	Persuasiveness	1 to 4
Planning & Organizing	Planning & Organizing	1 to 4
Political Acumen	Political Acumen	1 to 4
Problem Assessment	Analysis	1 to 4
Problem Solving	Judgement/Decision-Making	1 to 4
Professional Diplomacy	Political Acumen	1 to 4
Project Management	Planning & Organizing	3, 4
Quality Orientation	Achieving Quality Results	1 to 4
Resilience	Managing Stress	1 to 4
Resilience	Self Management	3, 4
Resolving Conflict	Resolving Conflict	1 to 4

## Competency Equivalents List

Resource Management	Building Strategic Performance	1, 2
Respectful Communication	Interpersonal Communication	2, 3
Respectful Relations	Respecting Diversity	1 to 4
Respecting Diversity	Respecting Diversity	1 to 4
Results Orientation	Achieving Quality Results	1, 2, 3
Risk Management	Risk Management	1 to 4
Risk Taking	Judgement/Decision-Making	1 to 4
Self Awareness	Self Management	1, 2, 3
Self Confidence	Self Management	1, 2
Self Control	Managing Stress	1, 2
Self Development	Continuous Learning	1 to 4
Self Management	Self Management	1 to 4
Software Proficiency	Software Proficiency	1 to 4
Strategic Planning	Building Strategic Performance	3, 4
Strategic Thinking	Judgement/Decision-Making	3, 4
Systems Thinking	Judgement/Decision-Making	3, 4
Team Development	Teamwork	3, 4
Team Player	Teamwork	1, 2
Teamwork	Teamwork	1 to 4
Technical/Professional Competence - Generic Template	Technical/Professional Competence - Generic Template	1 to 4
Time Management	Planning & Organizing	1, 2
Values Orientation	Integrity	1 to 4
Valuing Diversity	Respecting Diversity	1 to 4
Visionary Leadership	Leading/Influencing	3, 4
Work Ethic	Achieving Quality Results	1
Work Ethic	Integrity	1, 2
Work Ethic	Self Management	1, 2
Written Business Communication	Written Business Communication	1 to 4