

Sentient Consultants 360

“High Performance” Formula

Personal Excellence (PE)

n-16

Authenticity
Fair
Generous
Charisma
Optimism
Adaptability
Self-Regulating
Learn & Change
Sets Boundaries
Flexibility
Resolves Conflict
Ambition
Drive
Self-Motivating
Competitive
Efficacy

Professional Skills (PS)

n-10

Communication
Analytic Problem-solver
Knowledge
Interpersonal
Decision Making
Bureaucracy Insight
Organizational
Learning Organization
Team work
Mentoring
Crises Management
Leading from Within

Managerial Abilities (MA) **n-10**

Work Teams
Developing Employees
Conflict Utilization
Role Model
Creativity
Change Management
Technical Knowledge
Organizational Knowledge
Professional Development
Globalization

Leadership Competencies (LC) **n-14**

Leadership Aptitude
Fulfillment of Promises
Use of Power
Results Orientation
Transformational
Innovation
Organizational Culture
Vision & Purpose Focus
Strategic
Ethical
Reconstructive
Succession Planning
Global Savvy
Community Leadership

Lifestyle Savvy (LS) n-10

Life Balances
Resiliency
Emotional Control
Happiness/Satisfaction
Wellbeing
Spirit
Engagement
Interests
Relationships
Sense of Control

Multiple Intelligences-Social (SI), Emotional (EI), Verbal (VI) - 20

Social Intelligence (7)

Empathy
Comfort Level
Rapport
Understands Others
Positive Responses
Common Ground
Sociopolitical

Emotional Intelligence (4)

Emotional Aptitude
Feelings
Knows About Emotions
Regulation of Emotions

Verbal Intelligence (9)

Understanding of Others
Verbal Expression
Solicits Feedback
Persuasion
Quality Speaker
Talkativeness
Composes Good Messages
Analyzes Messages

Expresses Oneself Well

Diversity & Inclusion Practices (DI) **n - 9**

Knowledge of Diversity

Diversity Awareness & Aptitude

Cross-Cultural Communications

Commitment to Diversity within the Organization

Creating a Diversity-Friendly Environment

Diversity Management Skills

Does Regular Personal Work/Self Awareness in relationship to diversity

Builds Multi-cultural relationships

Cross-cultural leadership