The Decisive Dozen Cultural Skill Sets
Transition & Succession Planning for the Hiring of a New General Manager
TDPUD

Top weighted Cultural Skill Sets for Board Approval October 2\textsuperscript{nd} 2019

Interpersonal skills: Can the candidate communicate clearly and possess the necessary intuitive people skills

Integrity: Will the candidate be honest and trustworthy?

Competence: Does the candidate possess the core skills needed to help take the organization to its next level?

Values: Will the candidate support, model and live by the mission and the values of the organization?

Experience: Does the candidate have relevant experience and applicable core skills?

Initiative: Will the candidate take action rather than wait for direction?

Cultural Skill Sets that are important but less weighted

1. Adaptability: Is the candidate flexible?

2. Manageability: Will the candidate take direction and feedback?

3. Attitude: Is the candidate optimistic and positive?

4. Maturity: Is the candidate professional and polished? Does the candidate possess emotional maturity with a high emotional IQ?

5. Stability: Does the candidate satisfy your questions as far as past employment and do they have future plans and goals?

6. Emotional Control: Can the candidate remain composed under pressure and deal with conflict in a professional manner?