



Pamela Hurt Associates

## **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<sup>nd</sup> 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?