

SOFT SKILL		DEFINITION
1	APPRECIATING OTHERS	Identifying with and caring about others.
2	CONCEPTUAL THINKING	Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.
3	CONFLICT MANAGEMENT	Understanding, addressing and resolving conflict constructively.
4	CONTINUOUS LEARNING	Taking initiative to regularly learn new concepts, technologies and/or methods.
5	CREATIVITY AND INNOVATION	Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.
6	CUSTOMER FOCUS	Anticipating, meeting and/or exceeding customer needs, wants and expectations.
7	DECISION MAKING	Analyzing all aspects of a situation to make consistently sound and timely decisions.
8	DIPLOMACY	Effectively and tactfully handling difficult or sensitive issues.
9	EMPLOYEE DEVELOPMENT/COACHING	Facilitating, supporting and contributing to the professional growth of others.
10	FLEXIBILITY	Readily modifying, responding and adapting to change with minimal resistance.
11	FUTURISTIC THINKING	Imagining, envisioning, projecting and/or creating what has not yet been actualized.
12	GOAL ORIENTATION	Setting, pursuing and attaining goals, regardless of obstacles or circumstances.
13	INFLUENCING OTHERS	Personally affecting others' actions, decisions, opinions or thinking.
14	INTERPERSONAL SKILLS	Effectively communicating, building rapport and relating well to all kinds of people.
15	LEADERSHIP	Organizing and influencing people to believe in a vision while creating a sense of purpose and direction.
16	NEGOTIATION	Listening to many points of view and facilitating agreements between two or more parties.
17	PERSONAL ACCOUNTABILITY	Being answerable for personal actions.
18	PLANNING & ORGANIZING	Establishing courses of action to ensure that work is completed effectively.
19	PROBLEM SOLVING	Defining, analyzing and diagnosing key components of a problem to formulate a solution.
20	PROJECT MANAGEMENT	Identifying and overseeing all resources, tasks, systems and people to obtain results.
21	RESILIENCY	Quickly recovering from adversity.
22	SELF-STARTING	Demonstrating initiative and willingness to begin working.
23	TEAMWORK	Cooperating with others to meet objectives.
24	TIME AND PRIORITY MANAGEMENT	Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.
25	UNDERSTANDING OTHERS	Understanding the uniqueness and contributions of others.

# SKILLS that *MIGHT* Correlate to MOTIVATORS

**CONTINUOUS LEARNING**  
**SELF STARTING**



**TIME AND PRIORITY MANAGEMENT**  
**PLANNING & ORGANIZING**  
**PROJECT MANAGEMENT**  
**RESILIENCY**

**INTERPERSONAL SKILLS**  
**TEAMWORK**  
**APPRECIATING OTHERS**  
**CUSTOMER FOCUS**  
**FLEXIBILITY**  
**UNDERSTANDING OTHERS**  
**DIPLOMACY**

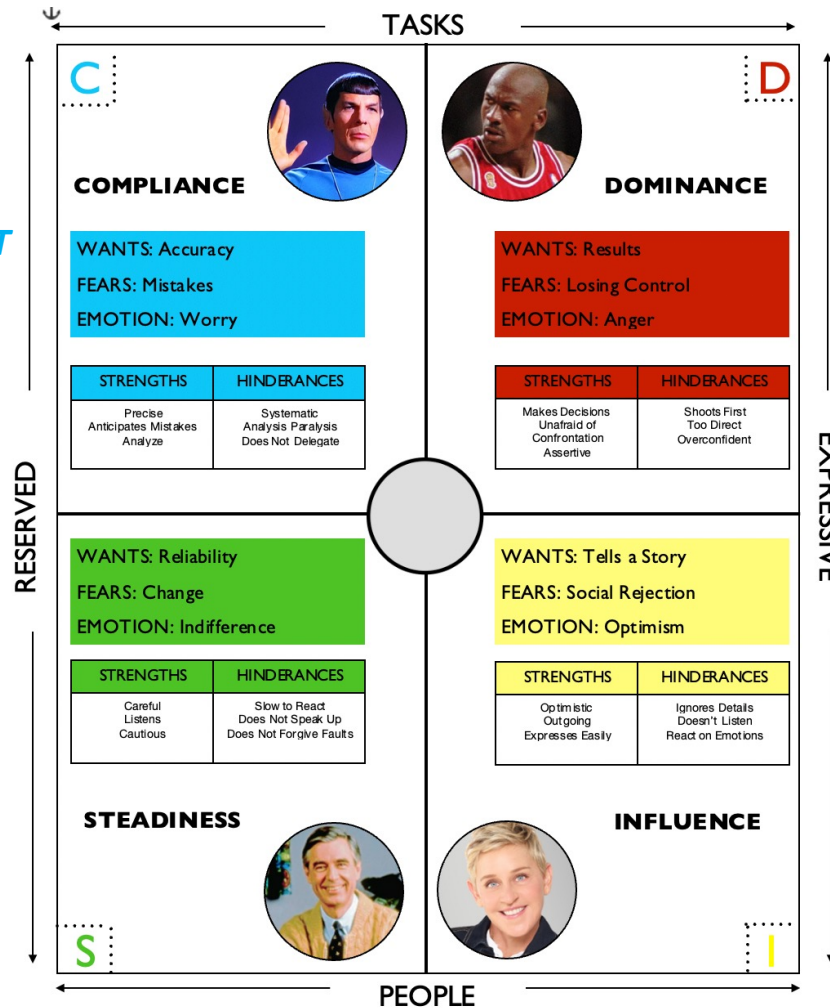
**PERSONAL ACCOUNTABILITY**  
**LEADERSHIP**  
**INFLUENCING OTHERS**  
**EMPLOYEE DEVELOPMENT/COACHING**  
**NEGOTIATION**  
**CONFLICT MANAGEMENT**

**CREATIVITY & INNOVATION**  
**CONCEPTUAL THINKING**  
**FUTURISTIC THINKING**

**DECISION MAKING**  
**GOAL ORIENTATION**  
**PROBLEM SOLVING**

# SKILLS that *MIGHT* Correlate to DISC STYLES

**PLANNING & ORGANIZING**  
**NEGOTIATION**  
**PROJECT MANAGEMENT**  
**TIME AND PRIORITY MANAGEMENT**  
**CONFLICT MANAGEMENT**



**GOAL ORIENTATION**  
**PERSONAL ACCOUNTABILITY**  
**DECISION MAKING**  
**SELF STARTING**  
**RESILIENCY**

**APPRECIATING OTHERS**  
**CUSTOMER FOCUS**  
**DIPLOMACY FLEXIBILITY**  
**UNDERSTANDING OTHERS**

**INFLUENCING OTHERS**  
**LEADERSHIP**  
**INTERPERSONAL SKILLS**  
**EMPLOYEE DEVELOPMENT/COACHING**  
**TEAMWORK**