



Job Competencies Hierarchy	Zone Range	Person
1. CUSTOMER SERVICE	8.4 — 10.0	9.7
2. PERSONAL EFFECTIVENESS	7.9 — 10.0	7.7
3. TEAMWORK	8.6 — 10.0	10.0
4. GOAL ORIENTATION	8.9 — 10.0	6.0
5. INTERPERSONAL SKILLS	6.9 — 9.9	9.3
6. PERSUASION	8.6 — 10.0	7.7
7. SELF-MANAGEMENT (TIME AND PRIORITIES)	7.3 — 10.0	5.7

Job Rewards/Culture Hierarchy	Zone Range	Person
1. UTILITARIAN/ECONOMIC	7.9 — 10.0	7.2
2. THEORETICAL	7.4 — 10.0	7.2
3. TRADITIONAL/REGULATORY	6.1 — 10.0	4.5

Job Behavioral Hierarchy	Zone Range	Person
1. FREQUENT INTERACTION WITH OTHERS	8.7 — 10.0	7.0
2. PEOPLE ORIENTED	8.4 — 10.0	6.0
3. CUSTOMER RELATIONS	8.1 — 10.0	6.5

