

Suggested methods to aid in selecting “10” competencies

1. **Have a conversation with your supervisor** - What would you like to share with your supervisor so that he/she can assist you in meeting your career goals? Ask for feedback from your supervisor on what competencies can enhance your readiness in your current role or for positions of greater leadership responsibility.
2. **Review the Critical Elements in your Employee Performance Appraisal Plan (EPAP)** - Competencies are listed under each Critical Element. A student may elect to choose one or all of these competencies as a focus during the Program.
3. **Exhibit 2, 230FW6 - The Leadership Competency Development Rating Checklist** - A supervisor can use with their employee to decide what competencies they need to focus on over the course of the next year. The checklist describes each of the 28 competencies from Office of Personnel Management (OPM). *The Leadership Connection Program* includes 19 competencies from the 28 listed. Utilize the checklist by ranking the 19 competencies (listed on the Program Homepage) to determine your top 10 of focus. Click here to access the checklist:
<https://www.fws.gov/policy/e2230fw6.html>
4. **Conduct a self-assessment** - How can you improve your effectiveness in your current position? What competencies do you feel will help you be more successful? What competencies do you have an interest in or want to learn more about?
5. **Ask for feedback from others** - Make use of feedback from others to change behavior, maximize potential and productivity, and develop areas within your position description.
6. **Utilize a 360° feedback assessment** – Gain insight into how others perceive your skills and capabilities across a range of indicators. If you have recently taken a 360° assessment, use information from that instrument. If you have not, we encourage you to research online viable options that would best meet your needs.