

# Universal Competency Framework

## 'Great 8' Leadership Factors

1

Leading &  
Deciding

2

Supporting &  
Cooperating

3

Interacting &  
Presenting

4

Analyzing &  
Interpreting

5

Creating &  
Conceptualizing

6

Organizing &  
Executing

7

Adapting &  
Coping

8

Enterprising &  
Performing

## 20 Competencies

1.1

Deciding &  
Initiating Action

2.1

Adhering to  
Principles &  
Values

3.1

Relating &  
Networking

4.1

Writing &  
Reporting

5.1

Learning &  
Researching

6.1

Delivering &  
Meeting  
Expectations

7.1

Coping with  
Pressure

8.1

Achieving  
Goals &  
Objectives

1.2

Leading &  
Supervising

2.2

Working with  
People

3.2

Persuading &  
Influencing

4.2

Applying  
Expertise &  
Technology

5.2

Creating &  
Innovating

6.2

Following  
Instructions &  
Procedures

7.2

Adapting &  
Responding  
to Change

8.2

Entrepreneurial  
& Commercial  
Thinking

3.3

Presenting &  
Communicating

4.3

Analysing

5.3

Formulating  
Concepts &  
Strategies

6.3

Planning &  
Organizing

# Universal Competency Framework Interview Guide

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