Superior Court of California, County of Fresno

5 Executive Core Qualifications
27 Core Competencies

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<tr>
<th>Leading Change</th>
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<th>Results Driven</th>
<th>Business Knowledge</th>
<th>Building Coalition &amp; Communication</th>
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<td>7. Strategic Thinking</td>
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<td>8. Vision</td>
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From these 27 Core Competencies, Fresno has selected 10 Competencies to focus on in Training Program
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| 1. Continual Learning  
  - Grasps the essence of new information.  
  - Masters new technical and business knowledge.  
  - Recognizes own strengths and weaknesses.  
  - Pursues self-development.  
  - Seeks feedback from others. |
| 2. Flexibility  
  - Open to change and new information.  
  - Adapts behavior and work methods in response to new information, changing conditions, or unexpected obstacles.  
  - Adjusts rapidly to new situations warranting attention and resolution. |
| 3. Strategic thinking  
  - Formulates effective strategies consistent with the business and competitive strategy of the organization in a global economy.  
  - Examines policy issues and strategic planning with a long-term perspective.  
  - Determines objectives and sets priorities.  
  - Anticipates potential threats or opportunities. |
| 4. Conflict Management  
  - Identifies and takes steps to prevent potential situations that could result in unpleasant confrontations.  
  - Manages and resolves conflicts and disagreements in a positive and constructive manner to minimize negative impact.  
  - Deals with interpersonal problems in a timely manner. |
| 5. Team Building  
  - Inspires, motivates, and guides others toward goal accomplishments.  
  - Consistently develops and sustains cooperative working relationships.  
  - Encourages and facilitates cooperation within the organization and with customer groups; delegates authority to team.  
  - Fosters commitment, team spirit, pride, trust.  
  - Develops leadership in others through coaching, mentoring, rewarding, and guiding employees. |
### 6. Accountability
- Assures that effective controls are developed and maintained to ensure the integrity of the organization.
- Holds self and others accountable for rules and responsibilities.
- Can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget.
- Monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
- Manages time effectively.

### 7. Problem Solving
- Identifies and analyzes problems.
- Distinguishes between relevant and irrelevant information to make logical decisions.
- Provides solutions to individual and organizational problems.

### 8. Human Resources Management
- Assesses current and future staffing needs based on organizational goals and budget realities.
- Using merit principles, ensures staff are appropriately selected, developed, utilized, appraised, and rewarded.
- Takes corrective action.
- Delegates work effectively.
- Supports long-term employee development.

### 9. Oral Communications
- Makes clear and convincing oral presentations to individuals or groups.
- Listens effectively and clarifies information as needed.
- Facilitates an open exchange of ideas and fosters an atmosphere of open communication.
- Explains complex information clearly.

### 10. Written Communications
- Expresses facts and ideas in writing in a clear, convincing, and organized manner.
- Effectively edits complex or sensitive reports and materials.