

## EXPLORER'S SUPERPOWERS

	COMPETENCY	RANK	EXAMPLE
DELIVERY-RELATED	Analytical Thinking		
	Achievement Focus		
	Drafting Skills		
	Flexible Thinking		
	Managing Resources		
	Teamwork & Team Leadership		
INTERPERSONAL	Client Focus		
	Diplomatic Sensitivity		
	Influencing		
	Negotiating		
	Organizational Knowledge		
STRATEGIC	Developing Talent		
	Organizational Alignment		
	Strategic Networking		
	Strategic Thinking		



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### DELIVERY-RELATED—ACHIEVING RESULTS

<b>ANALYTICAL THINKING</b>  The ability to identify patterns across situations that are not obviously related, and to identify key or underlying issues in complex situations.	<b>ACHIEVEMENT FOCUS</b>  Generating results by assuming responsibility for one's performance and the correctness of one's interventions, recognizing opportunities, and acting efficiently at the appropriate moment and within the given deadlines.
<b>DRAFTING SKILLS</b>  They are based on the ability to respectfully communicate ideas and information (often technical) in writing to ensure that information and messages are understood and have the desired impact.	<b>FLEXIBLE THINKING</b>  Involves the ability to effectively adapt to a variety of situations, individuals, or groups. It is based on the ability to understand and appreciate different and opposing perspectives on an issue, to adapt an approach as the requirements of a situation change, and to change or easily accept changes in one's own organizational or job requirements.
<b>MANAGING RESOURCES</b>  It is about understanding human, financial, and operational resource issues to make decisions aimed at building and planning efficient project workflows, and at improving overall organizational performance.	<b>TEAMWORK - LEADERSHIP</b>  This implies working co-operatively with others, being a part of a team, and assuming the role of leader of a team. Note that in many cases, people work not only with their own teams but also with teams and groups across and outside the organization. Therefore, they need to work together effectively with interdependent goals and common values and norms to foster a collaborative environment and drive teams in the same direction.



## INTERPERSONAL - BUILDING RELATIONSHIPS

<b>CLIENT FOCUS</b>  It is based on the ability to understand internal/ external clients' (e.g. Committees, working groups, country representatives, etc.,) needs and concerns in the short to long-term and to provide sound recommendations and/or solutions.	<b>DIPLOMATIC SENSITIVITY</b>  It implies understanding other people. It includes the ability to hear accurately and understand unspoken, partly expressed thoughts, feelings, and concerns of others. Included in this competency is an emphasis on cross-cultural sensitivity. Proficiency in Diplomatic Sensitivity requires the ability to keep one's emotions under control and restrain negative actions when faced with opposition or hostility from others or when working under stress.
<b>INFLUENCING</b>  It implies an intention to convince others in an honest, respectful, and sensitive manner in order to get them to go along with one's objectives. It can also be the desire to have a specific impact or effect on others.	<b>NEGOTIATING</b>  It involves the ability to work towards win-win outcomes. At lower levels, this competency assumes an understanding of one's counterparts and how to respond to them during negotiations. At the higher levels, the competency reflects a focus to achieve value-added results.
<b>ORGANIZATIONAL KNOWLEDGE</b>  This is the ability to understand the power relationships within the Organization and with other organizations. It includes the ability to understand the formal rules and structures including the ability to identify who the real decision-makers are as well as the individuals who can influence them.	



## STRATEGIC – PLANNING FOR THE FUTURE

<b>DEVELOPING TALENT</b>  It means fostering an environment that will encourage professional and personal growth and the transfer of knowledge to future talent.	<b>ORGANIZATIONAL ALIGNMENT</b>  It is the ability and willingness to align one's own behavior with the needs, priorities, and goals of the organization, and to act in ways that promote the organization's goals or meet organizational needs. Organizational Alignment means focusing on the organization's mission before one's own preferences or professional priorities.
<b>STRATEGIC NETWORKING</b>  It involves working to build and maintain friendly, trustworthy, and open internal and external relationships and networks with people who are, or might become, important actors in achieving strategic-related goals.	<b>STRATEGIC THINKING</b>  It is the ability to develop a broad, big-picture view of the organization and its mission. Competitive advantage and threats, industry trends, emerging technology, market opportunities, stakeholder focus – Strategic Thinking is where these all come together. Strategic Thinking keeps individuals and groups focused and helps decide where to invest critical resources. It includes the ability to link long-range visions and concepts to daily work.

