

Teambuilding and Relationship Building

- **Upper Level**
Many skills belonging to this area should be included at this level. However, it is important to focus on the ability of encouraging cooperation between business units and of establishing partnerships rather than on the skills required at the middle level.
- **Middle Level**
Skills such as conflict resolution, team management, and the ability of encouraging team effectiveness are crucial at this level.
- **Lower Level**
Skills such as team working and cooperating should be included at this level.

Task Management and Execution

- **Upper Level**
Skills related to achieving results are paramount at this level.
- **Middle Level**
Many skills of this area should be taken into consideration but the most basic ones should be excluded.
- **Lower Level**
Many skills of this area should be included, especially those focused on task management and job performance.



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