12 DIMENSIONS

FOREIGN SERVICE SPECIALIST ATTRIBUTES

What qualities do we seek in a Foreign Service Specialist candidate? The successful candidate will demonstrate the following dimensions that reflect the skills, abilities, and personal qualities deemed essential to the work of the Foreign Service at the United States Department of State.

1 COMPOSURE

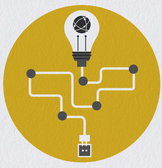
To stay calm, poised, and effective in stressful or difficult situations; to think on one's feet, adjusting quickly to changing situations; to maintain self-control.

2 CULTURAL ADAPTABILITY

To work and communicate effectively and harmoniously with persons of other cultures, value systems, political beliefs, and economic circumstances; to recognize and respect differences in new and different cultural environments.

3 EXPERIENCE & MOTIVATION

To demonstrate knowledge, skills or other attributes gained from previous experience of relevance to the Foreign Service; to articulate appropriate motivation for joining the Foreign Service.



4 INFORMATION INTEGRATION & ANALYSIS

By absorbing and retaining complex information drawn from a variety of sources; to draw reasoned conclusions from analysis and synthesis of available information; to evaluate the importance, reliability, and usefulness of information; to remember details of a meeting or event without the benefit of notes.

5 INITIATIVE & LEADERSHIP

To recognize and assume responsibility for work that needs to be done; to persist in the completion of a task; to influence significantly a group's activity, direction, or opinion; to motivate others to participate in the activity one is leading.

6 JUDGMENT

To discern what is appropriate, practical, and realistic in a given situation; to weigh relative merits of competing demands.

7 OBJECTIVITY/INTEGRITY

To be fair and honest; to avoid deceit, favoritism, and discrimination; to present issues frankly and fully, without injecting subjective bias; to work without letting personal bias prejudice actions.

8 ORAL COMMUNICATION

By speaking fluently in a concise, grammatically correct, organized, precise, and persuasive manner; to convey nuances of meaning accurately; to use appropriate styles of communication to fit the audience and purpose.

9 PLANNING & ORGANIZING

As prioritizing and ordering tasks effectively, to employ a systematic approach to achieving objectives, to make appropriate use of limited resources.

10 RESOURCEFULNESS

To formulate creative alternatives or solutions to resolve problems; to show flexibility in response to unanticipated circumstances.

11 WORKING WITH OTHERS

To interact in a constructive, cooperative, and harmonious manner; to work effectively as a team player; to establish positive relationships and gain the confidence of others; to use humor as appropriate.

12 WRITTEN COMMUNICATION

To write concise, well organized, grammatically correct, effective, and persuasive English in a limited amount of time.