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. COMPOSITE

2. CULTURAL ADAPTABILITY

3. EXPERIENCE & MOTIVATION

4. INFORMATION INTEGRATION & ANALYSIS

5. INITIATIVE & LEADERSHIP

6. JUDGMENT

7. OBJECTIVITY/INTEGRITY

8. ORAL COMMUNICATION

9. PLANNING & ORGANIZING

10. RESOURCEFULNESS

11. WORKING WITH OTHERS

12. WRITTEN COMMUNICATION

DIMENSIONS

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.

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.

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

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.

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 lead others who participate in the activity one is heading.

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

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