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**
   - To adapt, communicate, and effectively resolve or diffcult situations, allowing quick, adjusting to changing situations, to maintain self-control.

2. **CULTURAL ADAPTABILITY**
   - To work in a multicultural and politically sensitive environment, able to respect and appreciate cultural differences, to recognize and respect differences in attitudes and behaviors.

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 meaningful conclusions from analysis and synthesize available information, to evaluate the importance, reliability and usefulness of information, to remain calm and work through the benefit of analysis.

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 a group's activity, direction, or opinion, to evaluate others to participate in the activity in a leadership role.

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. **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**
   - To recognize and evaluate the effectiveness of the work that needs to be done, to persist in the completion of a task, to anticipate the consequences of various courses of action.

10. **RESOURCEFULNESS**
    - To formulate creative alternatives or solutions to resolve problems, to stay flexible in response to unexpected circumstances.

11. **WORKING WITH OTHERS**
    - To interact in a constructive, cooperative, and harmonious manner, to work effectively as a team player, to establish professional 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.