

OACP/IACP Dimensions

Oral Communication

Effectiveness of spoken expression in individual and group situations (including gestures and non-verbal communication).

Written Communication

Effectiveness of expression in writing.

Interpersonal Insight

Perceiving and reacting to the needs of others and understanding the impact of self on others.

Problem Analysis

Skill in identifying problems, securing relevant information and identifying possible causes of problems.

Judgment

Ability to develop alternative solutions to problems, to evaluate courses of action, and to reach logical decisions.

Decisiveness

Readiness to make decisions, render judgment, take action, and commit oneself.

Planning and Organization

Ability to efficiently establish an appropriate course of action for self or others to accomplish a specific goal, to make proper assignments of personnel, and to use resources appropriately.

Delegation and Control

Effectiveness in the direction, monitoring, assessment and development of subordinates.