Foundational	Non- Supervisory	Supervisory	Manager	Deputy Director	Director
All Employees	In addition →	In addition →	In addition →	In addition →	In addition →
Inclusion Communication Interpersonal skills Integrity Professionalism Willingness to Learn	Teamwork Customer Service Initiative Dependability and Reliability	Staffing Monitoring Work Delegating Development & Mentoring Support Others	Preparing & Evaluating Budgets Monitoring & Controlling Resources Motivating and Inspiring	Entrepreneur- ship Networking	Organizational Vision