

From Your Nominating Core

Overall and Basic Qualities and Competencies for All United Centers for Spiritual Living Core Members

Fundamental Competencies Desired in all United Centers for Spiritual Living Leadership (From the Leadership Architect® Suite)

- *DEALING WITH AMBIGUITY*
Effectively coping with change; shifting gears comfortably; ability to decide and act without having the total picture; isn't upset when things are up in the air.
- *COMPASSION*
Genuinely care about people, their work and non-work problems; is available and ready to help.
- *COMPOSURE*
Mature, non-defensive when irritated or under pressure; can be counted on to hold things together during tough times
- *MANAGING DIVERSITY*
Comfortably deals with and manages all kinds of people, topics, approaches, and differences of opinion
- *ETHICS AND VALUES*
Adheres to and acts in line with the CORE values; practices what s/he preaches
- *FUNCTIONAL/TECHNICAL SKILLS*
Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.
- *INTEGRITY AND TRUST*
Is trusted and respected; seen as direct and truthful, keeps confidences, admits mistakes; can present the unvarnished truth in appropriate and helpful manner
- *LISTENING*
Practices attentive and active listening; has the patience to hear people out; can accurately restate the opinions of others, even while disagreeing.
- *ORGANIZATIONAL AGILITY*
Knowledgeable about how organizations work; knows how to get things done through formal and informal channels; understands organizational culture; understands the origin and reasoning behind key policies, practices; procedures, and the new Organizational Design.
- *PATIENCE*
Tolerant of people and process; listens and checks before acting; sensitive to process and proper pacing.
- *PERSONAL DISCLOSURE*
Shares personal strengths, weaknesses and limitations; admits mistakes and shortcomings, is easy to get to know.
- *SELF KNOWLEDGE*
Knows personal strengths, weaknesses; seeks feedback; gains insights from mistakes; isn't defensive.
- *MANAGING VISION AND PURPOSE*
Communicates a compelling and inspired vision or sense of CORE purpose; talks about possibilities; is optimistic; makes vision shareable by everyone
- *WORK/LIFE BALANCE*
Maintains a conscious balance between work and personal life; is not one dimensional

Fundamental Qualities desired in nominees for all leadership positions

Spiritual Maturity - this includes:

- Knowledge of the SOM Philosophy and its application to life
- Psychological health
- Emotional maturity
- Demonstrated prosperity
- Physical health, well - being
- Vision, creativity, possibility thinking
- Team building
- Passion for the new model
- Understanding and support for purpose, mission, vision
- Mutual respect
- No personal agenda
- Integrity
- Flexibility
- Sense of oneness
- Openness and approachability
- Impartially
- Honesty
- Curiosity
- Non-judgmental listening
- Celebrating diversity
- Returning phone calls and e-mails