

Exhibit 1: USFWS Leadership Competency Development Model

The Office of Personnel Management (OPM) identified and adopted Executive Core Qualifications (ECQs) and their underlying leadership competencies in 1997. The U.S. Fish and Wildlife Service (Service) adopted the ECQs and the 28 competencies, and further developed the USFWS Leadership Competency Development Model (model). The model provides guidance related to the specific competency needs of the Service at different levels of leadership.

Our model identifies competencies that an employee should obtain, at whatever his or her level or job in the Service, to enhance readiness for positions of greater responsibility. The top seven competencies critical for success at each organizational level of leadership are highlighted in the model. Highlighting these competencies helps supervisors and employees understand which competencies to focus on as they write their Individual Development Plans (IDP) [231 FW 2 \(FWS Form 3-2020B\)](#).

The figure below is a summary of the model. For more information, see the [NCTC website](#).



U.S. Fish & Wildlife Service

Leadership Competency Development Model



Figure 1: USFWS Leadership Competency Development Model. The model identifies attributes that an employee should obtain, at whatever his or her level or job in the Service, to enhance readiness for positions of greater responsibility.