**Social and Emotional Competencies Linked With Success at Work**

Self-Awareness Cherniss, C &Goleman, D (2006) From School to Work

 Emotional awareness: Recognizing one’s emotions and their effects.

 Accurate self-assessment: Knowing one’s strengths and limits.

 Self-confidence: Sureness about one’s self-worth and capabilities.

Self-Regulation

 Self-control: Managing disruptive emotions and impulses.

 Trustworthiness: Maintaining standards of honesty and integrity.

 Conscientiousness: Taking responsibility for personal performance.

 Adaptability: Flexibility in handling change.

Innovation: Being comfortable with and open to novel ideas and new information.

Motivation

 Achievement drive: Striving to improve or meet a standard of excellence.

 Commitment: Aligning with the goals of the group or organization.

Initiative: Being ready to act on opportunities.

 Optimism: Persisting in pursuing goals despite obstacles and setbacks.

Social Awareness

 Empathy: Sensing others’ feelings & perspectives and taking an active interest in their concerns.

 Service orientation: Anticipating, recognizing, and meeting customers’ needs.

 Developing others: Sensing what others need to develop and bolstering their abilities.

 Leveraging diversity: Cultivating opportunities through diverse people.

 Political awareness: Reading a group’s emotional currents and power relationships.

Social Skills

 Influence: Wielding effective tactics for persuasion.

 Communication: Sending clear and convincing messages.

 Leadership: Inspiring and guiding groups and people.

 Change catalyst: Initiating or managing change.

 Conflict management: Negotiating and resolving disagreements.

 Building bonds: Nurturing instrumental relationships.

 Collaboration and cooperation: Working with others toward shared goals.

 Team capabilities: Creating group synergy in pursuing collective goals.