**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.