Selection Guidelines
Attributes of a Top Candidate

- **Leadership** – shows the ability to inspire and lead others; has a vision for the organization and its future.
- **Management** – can work with and through others to achieve results; is able to self-manage.
- **Communication** – writes and speaks with clarity and preciseness for maximum understanding; demonstrates good listening skills.
- **Motivation** – is enthusiastic about their work; is self-directed.
- **Influence** – is inspiring to others, indicating a positive attitude about State service, the CPM program, and the future.
- **Self Development** – is interested in life-long learning and developing personal skills and knowledge; takes on personal challenges.
- **Flexibility** – is open to change and new ideas; can cope with ambiguity.
- **Work Quality and Productivity** – maintains top quality and productivity of work assignments.
- **Ability to Meet Program Requirements** – can meet the expectations and assignments of the CPM program in a professional manner.
- **Professional Image** – presents an image of leadership and management through professional behavior and demeanor.

Possible Questions for Selection Purposes

- In your career as a state employee, how have you contributed to improving your state’s government – its policies, procedures, and programs?
- What issues will challenge you as a state manager in the next few years.
- What role do you anticipate playing in resolving these issues?
- What government responsibilities, inside or outside your immediate area of work or expertise, interest you most and why?
- What are your future aspirations in pursuing a state government career?