14 Talent Advisor Competencies

Build Trust



Firm belief in the reliability, truth, ability or strength of someone or something.

Effective Listening



Successfully making an effort to hear something, to be alert and ready to hear.

Creativity



The use of the imagination or original ideas, especially in the production of an artistic work.

Partnering



Builds trusting relationships with a wide range of stakeholders.

Consultative Selling



Persuading someone of the merits of something, spending time to understand the problem that needs solving and recommending a specific solution.

Critical Decision Making



Having the courage & conviction to advocate your point of view with stakeholders.

Consultative Problem Solving



Creating or controlling a situation rather than just responding to it after it has happened.

A **Talent Advisor** is a trusted recruiting partner to the business who consistently delivers the best candidates in support of the business mission while continually improving the hiring process and candidate experience.

Effective Communication

The imparting or exchanging of information or news.



Data Centric Thinking

The systematic computational analysis of data or statistics.



Business Acumer

The ability to make good business judgements and quick decisions.



Influence

The capacity to have an effect on character, development or behavior without having the authority to do so, especially in a matrixed environment.



Time Management

The ability to use one's time effectively or productively, especially at work.



Persistence and Adaptability

Address tough issues, maintain focus and remain flexible as changes occur.



Result Orientation

A sense of urgency and drive, ensuring alignment with the business, taking responsibility to keep projects on track.





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