**Attributes of Successful Candidates**

All candidates are expected to be high-performing employees (with annual ratings of exceeds expectations, or the equivalent, or higher) with demonstrated commitment to public service. Candidates must also have an interest in stepping outside their current function to develop an enterprise viewpoint of government and a willingness to take on a variety of roles and types of work to further the mission of the placement assignments.

The roles that Fellows will serve in during the placement assignment are not direct supervisory positions. The list below provides insight to some of the attributes that contribute to a successful Fellow experience.

**Commitment to Service**

Candidates should possess a clear desire to serve in the federal government and commitment to the spirit of public service. Candidates should have demonstrated interest in developing leadership skills to increase their ability to serve their agency as they move into positions of increasing responsibility. Candidates should also demonstrate interest in serving at the Senior Executive (or equivalent) level.

**Adaptability**

Candidates should be comfortable with unfamiliar situations and ambiguity. Candidates should also be able to adapt quickly to new environments and cultures and be able to work on projects without clear structure and objectives.

**Collaboration**

Candidates should hold the belief that the government can and should work collaboratively. Candidates should have experience working on a project or program that requires coordination across multiple groups.

**Communication Skills (Written and Oral)**

Candidates should possess strong written and oral communications skills and be able to synthesize complex programs and information into succinct and effective written and verbal briefings. Candidates should be able to communicate with a variety of audiences and team members, including soliciting a variety of perspectives and feedback from a diverse set of stakeholders.

**Delivering Change**

Candidates should be able to build and communicate a vision of success and engage relevant stakeholders to ensure they are invested in priority goals and outcomes. Candidates should possess the ability to translate vision into action.

**Network Builder**

The WHLDP Fellowship will require the ability to foster collaboration among diverse stakeholders. The ideal candidate should have demonstrated commitment to building networks and collaborating across boundaries to build strategic relationships and achieve common goals.

**Strategic Planning**

Candidates should possess the ability to understand program objectives and implement long and short-term plans consistent with organizational, individual and team goals.

**Political Awareness**

Candidates should be able to identify internal and external politics that affect organizations and the impact on achieving program outcomes and should be able to change plans of action accordingly.

**Motivated**

Candidates should be self-starters and be able to identify paths and projects that are a value add to the placement assignment, especially in the absence of a formal structure. They should be able to position the project for future success by identifying new opportunities and by developing or improving programs, products, and services.

**Solution Developer**

Candidates should be able to identify challenges and problems that may negatively impact organizational outcomes. Candidates should also be able to identify and implement alternative solutions while taking calculated risks to accomplish project objectives.

**Resiliency**

Candidates should be able to focus on achieving objectives even in difficult circumstances; remain positive; monitor own emotional reactions; overcome obstacles; sustain high levels of energy following a setback; and withstand criticism and maintains composure.

**Agility**

Candidates should be able to think on their feet; respond positively and quickly to unexpected

events/demands; and adapt approach to achieve objective in event of changing conditions, new information, or unexpected problems.

**Team Player**

Candidates should be willing to integrate into a small team; take on any task needed to move the project forward (no task is too small philosophy); lead through collaboration; step outside of traditional chain of command roles to find innovative ways to lead; be friendly and approachable; and be able to build trust.