

## Breaking Down ECQ #2 For an SES Federal Job: Leading People

To secure a coveted federal position leading people, you need to be able to break down ECQ #2. ECQs are Executive Core Qualifications that are based on criteria established by the Office of Personnel Management for leadership skills needed to succeed in the Senior Executive Service (SES).

The government is seeking senior level executives who can offer strategic leadership and commit to public policy. The core qualifications required for ECQ #2 is the ability to lead people to meet the organization's vision, goals and mission. An executive must be able to provide an inclusive workplace to foster the development of others, support constructive resolution of conflicts and facilitate teamwork.

Competencies in the breakdown of the ECQ include:

- Leveraging diversity for an inclusive workplace that values diversity and is leveraged to achieve the mission of the organization;
- Conflict management to encourage creative tension, prevent counterproductive confrontation and resolve conflicts constructively;
- Developing others to perform and contribute through ongoing feedback and learning opportunities;
- Team building to inspire team commitment, trust and pride for team members to accomplish group goals.

To ensure the proper submission of your resume and ECQ #2, consider hiring a professional resume writer. A professional resume writer is familiar with federal submission requirements and can mean the difference between becoming a senior level in the federal system or losing an opportunity of a lifetime.