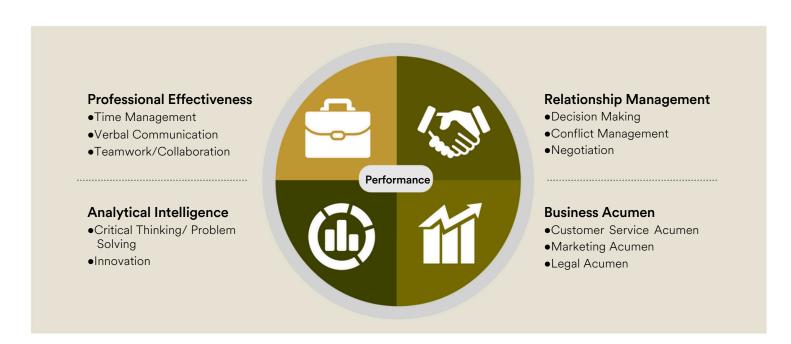


In a worldwide study of 11,624 employees at all levels, MCE examined the confidence these employees have in specific areas of knowledge, skills and experience that are critical for business success.

Results indicated many "skill gaps" in 4 Critical Abilities:



Employees rated themselves in these four Critical Abilities, resulting in the following skill levels (from lowest to highest): "Insufficient" (I), followed by "Emerging" (E), "Competent" (C) and "Mastery" (M).

HOW EMPLOYEES RATED THEMSELVES

Professional Effectiveness
Relationship Management
Business Acumen
Analytical Intelligence

I E C M
67
62
56
70

None of the Critical Abilities rated higher than Emerging competence.

WHAT EMPLOYEES FELT THEY EXCELLED AT

Analytical Intelligence rated the highest.
The facets of Analytical Intelligence averaged 70%.

(See chart on right.)

Critical Thinking/
Problem Solving 76

Analytical Skills 71

Creativity 67
Innovation 65

= Insufficient (<62.5)

E = Emerging

(62.5-74.9)

C = Competent

(75-87.4)

M = Mastery

(87.5+)

PUT YOURSELF ON THE PATH TO SUCCESS

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