

PSYCHOMETRICS, COGNITIVE ABILITY, AND OCCUPATIONAL PERFORMANCE

GRID 1 A MODEL OF INTELLIGENCE

Examples of Competencies Required to Carry out Activities Crucial to Intelligence
(Observable only while activities which are personally engaging are being undertaken)

Examples of activities required to create a Culture of Intelligence or Enterprise but which people may or may not be strongly motivated to carry out.	Eductive ability (itself having cognitive, affective, and conative components and involving such things as the ability to initiate and learn from "experimental interactions with the environment").	Reproductive ability: The store of information and intellectual skills available from the past.	Ability to persist.	Ability to use feelings to initiate action, monitor the effects of the action, change one's behavior accordingly, and start a further cycle.	Ability to persuade others to help.	Ability to resolve value conflicts and to integrate values with each other and work toward their achievement over a long period of time.
Tendency to understand and influence the workings of society around the organization - including what is happening on the other side of the world.						
Tendency to generate new formal theories e.g. in connection with the workings of the organization or in connection with technology.						
Tendency to engage in organizational development activity.						
Tendency to notice new things that need to be done.						
Tendency to translate new theoretical understandings into a product.						
Tendency to get people to work together effectively.						
Tendency to think about, place, develop, and utilize the talents of subordinates.						
Concern to put others at ease.						
Tendency to soothe interpersonal tensions.						
Tendency to get together with others and set up indirect strategies to influence people higher up in the organization.						
Tendency to provide help and encouragement to those engaged in innovation.						
Tendency to initiate the collection of, seek out, sift, and come to good innovative decisions on the basis of forward-looking information						