
Intellectual Acumen

Definition

Is intelligent and capable; deals with concepts and complexity comfortably; is good at learning and deciphering new knowledge; able to assimilate new skills independently.

Key Word: Knowledge, Level of Comprehension, Intellectual Capacity

Behavioral Indicator:

1. Has and uses functional and technical knowledge and skills to do his or her job at a high level of accomplishment
2. Consistently illustrates subject matter expertise
3. Demonstrates an exemplary level of accomplishment in job performance

PROFICIENCY LEVEL: Intellectual Acumen

Level I

- Learns new skills with appropriate guidance and training
- Can handle concepts and complexity
- Handles concepts and complexity comfortably, and can communicate and summarize them effectively to others
- Displays surface learning of skills and concepts, and applies the learning to the workplace
- Is intelligent and capable

Level II

- Able to assimilate new skills independently
- Is good at learning and deciphering new knowledge, and decides when and if to apply it to specific situations
- Handles concepts and complexity adeptly; provides insight and understanding for others; sees patterns, connections, and relationships that structure complexity

Level III

- Has good judgment as to what information is significant and useable in each situation
 - Demonstrates strong understanding of complex ideas and appropriately integrates them into the workplace
 - Adeptly handles concepts and complexity; blends analysis, knowledge, and insight to effectively assess and employ information to enhance personal and organizational performance
 - Has a command of language skills, and easily communicates information and concepts (simple and complex) to others
 - Readily grasps and assimilates complex ideas and appropriately integrates them into the workplace
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