

EXHIBIT 1
Relative Weights Placed on Factors in Performance Evaluation

Skill Area	Average Importance Rating				
	Government	Industry	Public	Other	Overall
Technical competence	7.45	7.28	5.85	7.30	7.06
Interpersonal skills	6.15	5.65	5.08	5.56	5.58
Oral communication	6.45	4.74	4.69	5.13	5.09
Written communication	4.95	3.93	3.77	4.28	4.16
Performing within time budgets	3.90	5.06	5.00	5.30	4.98
Performing within monetary budgets	3.50	4.44	4.85	4.06	4.25
Gaining new business	2.50	3.13	4.08	2.02	2.82
Other	1.13	2.96	2.63	2.35	2.46

Note: Respondents rated each skill area on a scale from 1 (not important) to 8 (most important).