

ONI Director Community Survey July 2017

Q9--Of the skills above, which are the three most important to you?
Strong Political Skills, Excellent Communication, Relationship and Coalition Building
Good Decision Making, Good People Manager, Relationship and Coalition Building
Excellent Communication, Good People Manager-, Budgeting and Resource Allocation
Ability to use data-driven models for determining what's actually important
Good communication skills in front of groups
Transparent decision making process.
The only three that I marked as "Important."
Excellent Communication, Good Decision Making and Good People Manager
Active Listening, Communication Skills, Good Decision Making
Strategic Leadership Relationship and Coalition Building Wisdom and Emotional Intelligence
Strategic leadership, management oversight, good decision making
Long-range Planning Strategic Leadership Strong Management Oversight
Budgeting, Good people skills, Strategic Leadership
Wisdom and emotional intelligence, Relationship and coalition building, Problem Solving
Problem solving, oversight, relationship building
Problem solving Active listening Communication
Long-range planning Strategic leadership Relationship and coalition building

Kicking, ass
Long range planning. Relationship and coalition building Strong Management Oversight
All are important
Relationship and Coalition Building Long-range Planning Good People Manager
Wisdom and emotional intelligence. Relationship and coalition-building. Problem solving.
I cannot decide on the top three. Folks much smarter than I should make this decision! Good luck and thank you for allowing us to be a part of this.
Wisdom & emotional intelligence, long-range planning, good people manager.
strategic leadership - relationship and coalition building - strong management oversight
Please. .
Management
Once again, see answer to previous sections....would you really say that "a good people manager", or "wisdom and emotional intelligence" are not important? This survey is poorly designed.
Active listening, good decision-making, problem-solving
Long-range planning, strong political skills, good people manager
Strategic leadership, political skills, management oversight
Wisdom and Emotional Intelligence Relationship and Coalition Building Budgeting and Resource Allocation
Good Decision Making, Problem Solving, Long Range Planning
Wisdom and Emotional Intelligence, Good People Manager, Strong Management Oversight.
Wisdom and emotional intelligence, budgeting and resource allocation, relationship and coalition building

Active Listening, Relationship Building
Active listening, political skills that transcend party lines, wisdom and emotional intelligence.
Strategic leadership, communication, wisdom and emotional intelligence
Excellent Communication Active Listening Strong Management Oversight
Excellent communication, coalition bldg, active listening
Good decision making, Relationship and coalition building, Wisdom and Emotional Intelligence.
planning, communication, wisdom
relationship and coalition building, long term planning, good decision making
planning, decision making, intelligence
I mean, this is a neighborhood survey, not an HR managers meeting.
Long range planning, effective relationship and coalition building, Strategic leadership
Good decision making, Relationship and coalition building, Communication
long range planning problem solving excellent communication
The top three on the list.
Strategic Leadership, Strong Management Oversight, Wisdom and Emotional Intelligence.
strategic leadership, strong management, problem solving
strategic leadership, wisdom and emotional intelligence and good people manager
Management Communication Decision making
Strategic Leadership, Active Listening, Good Decisionmaking
I think management oversight will be the most important
Relationship building, active listener, excellent communicator
Excellent communication, good decision-making, and relationship/coalition building.

long term planning, coalition building
Active listening, problem-solving, persuasiveness
Wisdom/emotional intelligence; active listening; political skills
Communication Problem solving
This person is running a bureau, not running for office. They need basic management skills more than public speaking and community engagement.
Budgeting realistically, people skills, coalition building.
Wisdom and emotional experience, problem solving, good people manager
good decision making, problem solving, strategic leadership
Management Skills
Equity, racial & social justice, and Portland's history Good people manager Long range planning - create strategic role for ONI in the context of racial & social justice and relationships with the most underengaged communities
Budgeting & Resource Allocation, Management Oversight, Strategic Leadership
For this position, active listening, excellent communications, and public speaking are key skills
Long range planning, Strategic leadership, Strong management oversight
Management Oversight, Problem Solving, Budgeting and Allocation
Good people manager, Budgeting and Resource management, Active Listening
Again, all of the above skills are necessary. Knocking a couple down to somewhat important for the sake of a distribution is mindless.
strategic leadership, active listening, strong management oversight
Strong management oversight, excellent communication, strategic leadership
Relationship building, planning, and strong leadership
Active listening Wisdom & emotional intelligence Good people manager

<p>Strategic Leadership Relationship and Coalition Building Strong Management Oversight</p>
<p>Budgeting and Resource Allocation Active Listening Strong Management Oversight</p>
<p>Active listening, strategic leadership, and wisdom and emotional intelligence</p>
<p>n/a</p>
<p>Good people skills, strategic management, Problem solving</p>
<p>This survey is biased, I'm out</p>
<p>Frankly, at this level, this person should be able to demonstrate all. I'm being asked for not much less at entry-level City positions.</p>
<p>Problem solving Good decision-making Strategic leadership</p>
<p>strategic leadership, good decision making, relationship & coalition building</p>
<p>To be able to think and act outside of the box, because our neighborhoods need courageous and innovative solutions today. Further, wisdom and emotional intelligence as well as active listening cover most concerns,</p>
<p>emotional intelligence, problem solving, management skills</p>
<p>Again, you are asking me to bargain on just a few qualities.</p>
<p>1) Good People Manager 2) Relationship and Coalition Building 3) Wisdom and Emotional Intelligence</p>
<p>Strategic leadership, good decision-making</p>
<p>Active Listening; Good Decision Making; Wisdom and Emotional Intelligence</p>
<p>Long range planning, wisdom and emotional intelligence, good people manager.</p>
<p>Fiscal controls and understanding and implementing actual metrics to determine if there are any accomplishments/ There has been none of either in ONI in the last 15 years under Alarcon and Fritz.</p>
<p>Fire all of ONI mid management.</p>

<p>people manager political skills budget management</p>
<p>Issues- Excellent Communication- Relationship and Coalition Building-</p>
<p>Relationship and coalition building; Long-range planning; wisdom and emotional intelligence.</p>
<p>Relationship building, active listening and problem solving.</p>
<p>The 1st two and strong problem solving skills</p>
<p>People management, active listening, communication</p>
<p>Active listening Problem solving Wisdom</p>
<p>all - how would any of these be NOT important</p>
<p>strategic leadership, active listening, Good People Manager</p>
<ol style="list-style-type: none"> 1. See # 8 answer, above 2. Budgeting/Resources 3. Problem Solving
<p>Budgeting and Resource Allocation; Strong Management Oversight; Problem Solving</p>
<p>Strategic leadership, good decision making, wisdom & emotional intelligence.</p>
<p>Wisdom and emotional intelligence, problem solving and a good people manager.</p>
<p>Good people manager- hire the best people for the job, no matter what. Strategic planning- implementation of the right things at the right time. Don't be derailed by a politician's agenda. Excellent communication- say what you mean; mean what you say; make sure that the people who you're communicating with understand and get on board. Or ensure that you truly understand what someone is telling you.</p>
<p>Community involvement management and problem solving.</p>
<p>Common sense.</p>
<p>Active listening, wisdom, and excellent communication</p>
<p>Relationship building</p>

Political skills, coalition building, active listening and communication
Active Listening, Relationship/Coalition Building, Wisdom/Emotional Intelligence
Emotional Intelligence. This is the first time I've ever read the phrase in any correspondence having to do with our city's leadership, and might be most promising two words of this survey.
Respect for the people who already live in Portland's neighborhoods.
problem solving, management oversight, political skills
Relationship Building, Communications, People Management
Relationship & coalition building Good people manager Wisdom & emotional intelligence
Relationship skills with city bureau, city commissioners, mayor and neighborhoods.
Ability to Deliver Results - period
Strategic leadership Excellent communication Problem solving
All are of equal importance
Long Range Planning Good Decision Making Strong Management Oversight
People manager problem solving management oversight
First, strategic leadership. Second, political skills. Third, strong management oversight.
Listening, communicating, problem solving.
Strategic Leadership, Good People Manager, Strong Management Oversight
Wisdom and Emotional Intelligence Problem Solving Active Listening
strategic leadership Budgeting and Resource Allocation Problem Solving

Empathy, listening, and solutions to community issues.
Impossible to select three
active listening relationship and coalition building problem solving
They all are. This is going to be a huge ask!
Long range planning, Wisdom and Emotional Intelligence, Strong political skills
Good manager
Your website is missing the I word in the first sentence. Involvement
All
Strong political skills, wisdom, strategic leadership
Wisdom and emotional intelligence relationships and coalition building communication
You have to start with city priorities and figure out who will help execute those most effectively. All the other stuff is pretty much fluff
Strong manage to oversight Strong political skills Budget allocation
Wisdom and emotional intelligence combined with active listening.
Good decision making, budget and resource allocation, strong management oversight.
Problem solving, decision-making, strong political skills.
Wisdom, problem solving, strong political skills
Emotional maturity and intelligence, Public speaking Problem solving
Long Range Planning, Active Listening, Relationship and Coalition Building
Strategic leadership, strong political skills, and problem solving.
Excellent communication, Relationship & Coalition Building, Long range planning
Budgeting and Resource Allocation, Excellent Communication, Long Range Planning

Strategic Leadership, Coalition Building and Good People Manager.
good decision making; strong management oversight; strong political skills. Other skills can rest with staff so long as director pays attention
Active Listening, Problem Solving, Relationship and Coalition Building
Strategic leadership; active listening; problem solving
see above
Strategic leadership, good people manager and relationship/coalition building
Strategic leadership, excellent communicator, and effective problem solver
Listening, good communication skills, and good decision making.
Common sense, letting the people decide on what they want in their neighborhoods and an ability to support and help.
Strong management oversight
EXCELLENT COMMUNICATION WISDOM AND EMOTIONAL INTELLIGENCE RELATIONSHIP AND COALITION BUILDING
Wisdom and Emotional Intelligence, Relationship and Coalition Building and Problem Solving
Good decision making
Basically the ability to succeed from active listening to results.
Wisdom & emotional intelligence, communication skills (the importance of going beyond social media) and political skills. This is a highly political job!
Active listening, emotional intelligence and relationship and coalition building.
Active Listening, Long-Range Planning, Excellent Communication
active listening
Wisdom and Emotional Intelligence, Excellent Communication, and Relationship and Coalition Building
active listener good planner problem solver
Wisdom and emotional intelligence, strategic leadership, relationship and coalition-building

Empathy
Long range planning
strategic leadership, problem-solving, wisdom and emotional intelligence
Strategic leadership, Relationship and coalition building, Excellent communication
Needs to be sincere in engaging neighborhood dialog, action and involvement, not just parroting platitudes while pursuing other priorities
Active Listening Strategic Leadership Good Decision Making
Wisdom and Emotions Intelligence Active listening Good decision making
Strategic Leadership Excellent Communication Relationship and Coalition building
Communication Management oversight Problem solving
Long range planning, active listening and relationship and coalition building.
Strategic leadership, good decision making, relationship and solution building
Long Range Planning, Active Listening, Good Decision Making.
Strategic leadership, Excellent communication, and Strong Management Oversight.
Well of course everything above is important.
Budgeting and Resource Allocation
strategic leadership, political skills, strong management
long range planning, problem solving, strategic leadership
Strategic Leadership; Good People Manager; and Good Decision Making
Relationship and coalition building, strong political skills, problem solving
Relationship building skills, communication, budgeting

Active Listening, Strong Political Skills, and Relationship and Coalition Building.
political skills, strong mgmt oversight
Communication. coalition building, management
Active listening Excellent communication Wisdom emotional intelligence.
-leadership -problem solving -relationship/coalition building
Obviously a people manager but also budget, time manager and communicator.
Good people manager, excellent communication, strategic leadership
Active Listening Excellent communication Relationship and Coalition Building
Strategic leadership
communication, decision making, management oversight
Strategic Leadership, Active Listening, Strong Management Oversight
Strong Management Oversight Budgeting and Resource Allocation Long-range Planning
Listening, organizing for change
Strategic leadership, problem-solving, and good decision-making.
Relationship and Coalition Building Strategic Leadership Budgeting and Resource Allocation
Excellent communication, wisdom and emotional intelligence, active listening
Excellent Communication Public Speaking Strategic Leadership
Good management skills and the ability to delegate to competent managers are most important.

strong political skills, strategic leadership, relationship and coalition building
communication, problem solving, and transparency of agency
Strategic leadership, good people manager, strong management oversight
Active listening, Relationship and Coalition building, Good decision making
Relationship and Coalition Building, Strong Political Skills, Wisdom and Emotional Intelligence
Relationship and Coalition Building, Budgeting and Resource Allocation, Strong Management Oversight
All!
Emotional intelligence. In the NAs this is critical. And the grassroots up approach is at the core of Portland and can still be a great strategy for involvement.
Wisdom public speaking no mean girls stuff.
Long Range Planning, Strategic Leadership, and Excellent Communication
strategic leadership, active listening, Relationship and Coalition Building
Emotional Intelligence, Relationship & Coalition Building, Good People Manager.
Wisdom and emotional intelligence, good people manager, and anything active listener.
problem solving, relationship and coalition building, strategic leadership
Strategic Leadership Relationship and Coalition Building Wisdom and Emotional Intelligence
Strong management/oversight, strategic leadership, communication
Strategic planning. Cross-cultural community communication. Wisdom
Planning Leadership Communication
Decision People management Communications
Relationship and Coalition building, Problem solving, Wisdom and Emotional intelligence

Active listening, Strong Management Oversight, & Wisdom and Emotional Intelligence.
Strategic Leadership with a bent towards forgiveness and bringing all parts of community together, Budgeting and Resource Allocation, Good People Manager
You know, when you list all these nice-sounding attributes, it sort of biases the survey. But then, that might be expected. I think the ONI director, if there is going to be an ONI at all, should be primarily fostering involvement from under-represented communities, while diminishing the power of obviously non-representative neighborhood associations. The director must be able to tell these neighborhoods that until they become more representative, their voices will be discounted to the extent that they are non-representative. In addition, the ONI director should be supporting all city goals, not just "involvement", as so often Council will ignore the city goals they have adopted, in order to placate loud, wealthy neighborhoods.
Problem solving Wisdom and Emotional Intelligence Relationship and Coalition Building
People Management/Management Oversight/Good Decision Making