

# Factor Change Map

## Change from 6 to 3 Factors

### What's changed?

The six factors have been incorporated, in one way or another, into the new three factors: Job Achievement and/or Innovation, Communication and/or Teamwork, and Mission Support.

**Factor 1. Job Achievement and/or Innovation** redefines the original Problem Solving and Leadership factors into a new unified construct. The Independence discriminator associated with the original Problem Solving factor has been expanded and incorporated into the new Factor 3. Mission Support. **Factor 2. Communication and/or Teamwork** is the least changed factor and combines the individual original factors of the same names into one. These two factors have always been interrelated and it makes perfect sense to combine them in this way.

The new **Factor 3. Mission Support** blends the original Problem Solving factor's "Independence" discriminator with the original Factor 6. Resource Management and Factor 3. Customer Relations and expands the conceptual requirements to link contributions on the job to the mission of the organization. This sets the foundation for the organization to establish that critical line of sight from the employee's work to the overall performance of the organization in contribution planning activities and potential strategic staffing and compensation strategies.

