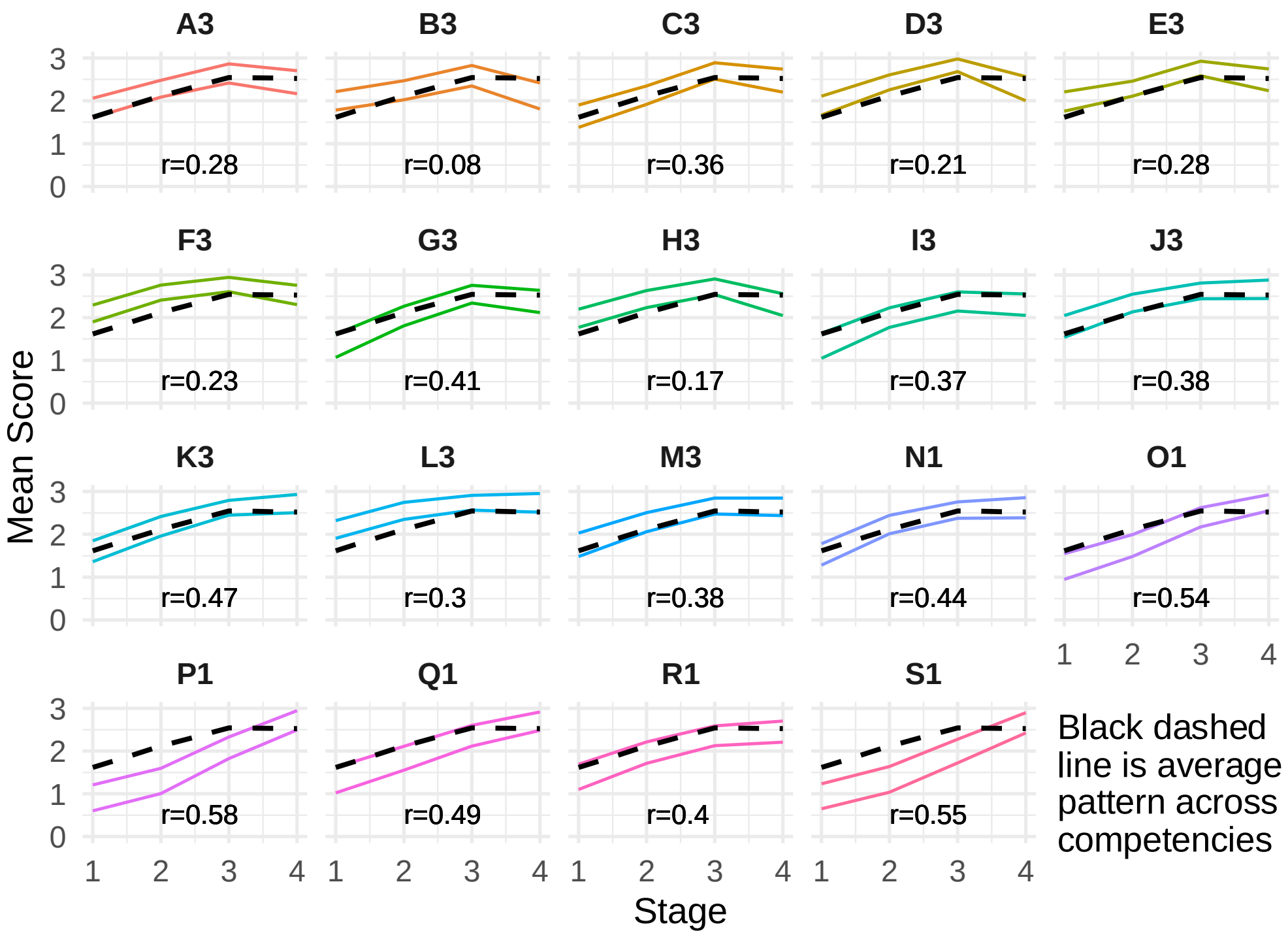
Linearity

Assume linear effect across stages 1, 2, 3 & 4 where managerial is stage 4

Survey score as a function of career stage



Black dashed line is average pattern across competencies

Correlations

For each competency, get correlation of survey level with stage

Assess those with high ($r>0.2$) or low ($r<0.42$) association

Least correlated => needed less at managerial stage

More correlated => career stage progress

Correlations

Least correlated => needed less at managerial stage:

B3 = Prepare life science data for computational analysis

H3 = Make appropriate and efficient use of scripting & programming languages

More correlated => career stage progress

S1 - correlated with later stages – New Leadership

O1 - correlated with later stages - New Project management

P1 - correlated with later stages – New People management focusing on staff

Ranks

Ranking of competencies' mean survey scores across levels

Big change at managerial

eg P3 - New People management focusing on staff – is low for levels 2 & 3 but is top for level 4

eg D3 - Use data science methods suitable for the size and complexity of the data – is top for Level 3 but is 15th for Level 4