

Compensable Factors	Tier 1	Tier 2	Tier 3
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Interpersonal & Communication Skills

Position duties and responsibilities require minimal interpersonal or communication skills

Position duties and responsibilities require exchanging information, engaging others in conversation, and responding to questions.

Position duties and responsibilities require interpreting and translating facts and information; explaining situations and issues to people and advising them of alternative or appropriate courses of action; and/or interviewing and acquiring information from others.

Explaining situations to others only as required

