

KSAT Norms In Rank Order 2022

KSAT Roles

Rank	Role	Mean
1	Delivering Great Results (1)	3.7
2	Aligning the Leader and the Team (10)	3.7
3	Planning the Work (4)	3.5
4	Building the Value and Capability of the Team (2)	3.3
5	Working the Plan Agilely (5)	3.3
6	Being Resource Efficient (6)	3.3
7	Aligning the Work of the Team to the Work of the Enterprise (3)	3.1
8	Collaborating Widely (7)	3.1
9	Building Exportable and Promotable Talent (8)	3.1
10	Building a Culture of Inclusion and Diversity (9)	3.1

KSAT Practices

Rank	Practice	Mean
1	Fostering a Team Growth Mindset for Ongoing Learning (22)	3.9
2	Creating and Maintaining an Engaging Mood and Tone (23)	3.8
3	Solving Problems and Making Productive Decisions (9)	3.8
4	Developing Performance Metrics (5)	3.7
5	Effectively Using Resources (11)	3.7
6	Working Collaboratively Inside and Outside the Team (18)	3.6
7	Communicating Effectively and Respectfully (19)	3.5
8	Defining Roles and Responsibilities (2)	3.5
9	Delivering Products and Service at or Above Expectations (12)	3.5
10	Facilitating the Creation of an Execution Plan (6)	3.5
11	Managing Team Operations and Processes (7)	3.5
12	Being Innovative, Agile, and Resilient (13)	3.3
13	Building Trust and Commitment to Each Other's Achievement (20)	3.3
14	Creating Structures and Processes that Work (3)	3.3
15	Managing Individuals Differently (16)	3.3
16	Operating a Feedback Rich Environment (25)	3.3
17	Operating Remotely/Virtually (14)	3.3
18	Assessing, Acquiring, Deploying and Developing Talent (15)	3.1
19	Being Customer Centric (10)	3.1
20	Building Capacities for Flourishing in a VUCA Environment (26)	3.1
21	Enhancing Teaming Skills (24)	3.1
22	Establishing and Communicating Purpose (1)	3.1
23	Facilitating Alignment with the Enterprise (4)	3.1
24	Leveraging Team Diversity (23)	3.1
25	Managing Conflict Effectively (16)	3.1
26	Managing Team Boundaries and Filtering Outside Noise (8)	3.1