

TEMPLATE
FOR
Challenge-Context-Action-Result (CCAR) Model

Respond to this question using the CCAR model, save your completed response as a .pdf document and upload with your application. You must complete this question before submitting your application.

Question: Considering competencies such as bringing about strategic change, meeting organizational goals, managing resources, and partnering with stakeholders, please describe your career goals for the next three-five years.

Response Format: In responding to the question, please use the CCAR model below to describe your "career accomplishments."

The Challenge-Context-Action-Result (CCAR) Model

- A results-oriented approach
- Requires candidates to focus on leadership skills for programs, processes, and people
- Provides a more complete picture of an applicant's leadership competencies
- Focuses on what specific role he/she played in an organization's success.
- Focuses on what the candidate accomplished and how, not what the organization accomplished

Describe specific challenges, actions and results.

Challenge – describe a specific problem or goal – what you worked on

Context – describe individuals and groups you worked with and/or the environment in which you worked to meet a challenge

Action – discuss specific actions you took (and, more importantly, how you took them) to address the challenge

Result – describe the measures/outcomes that had impact on the organization.

This information demonstrates the quality and effectiveness of your leadership skills/accomplishment.