



What FM Values

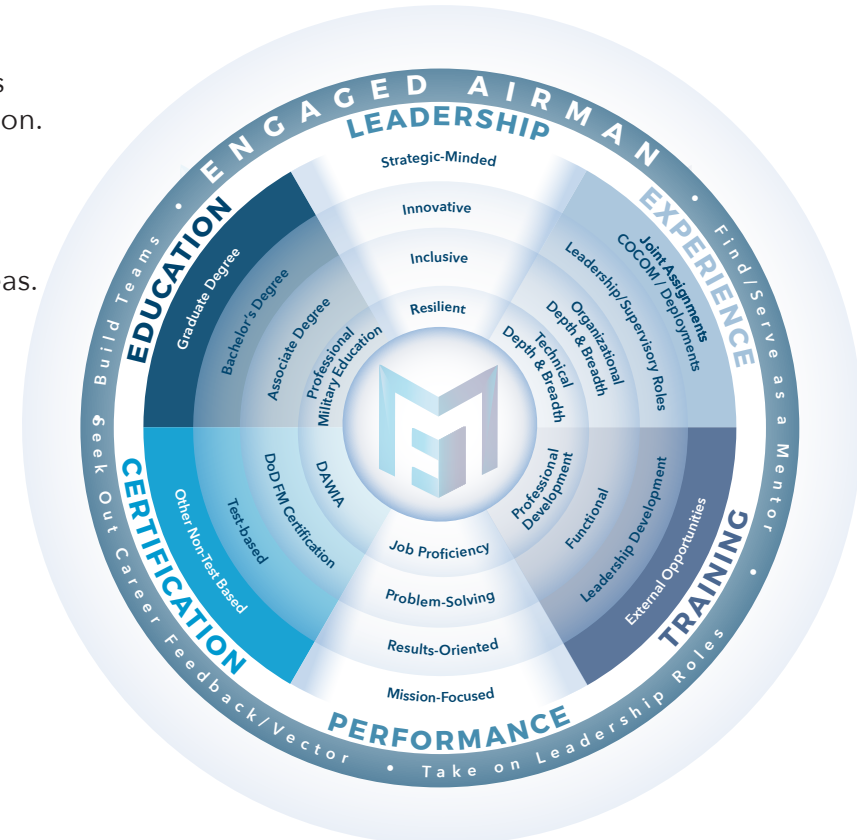
The What FM Values wheel is the overarching focus areas and activities for individual growth, performance, and maneuvering a successful career. These focus areas are Leadership, Performance, Education, Training, Experience, and Certification.

Senior leaders use the What FM Values wheel when evaluating personnel for vectoring, promotion, education, and advancement opportunities. A few ways to become engaged is through mentorship, seeking out career feedback, and volunteering for opportunities to lead. The depicts the "What FM Values" focus areas.

HOW TO USE THE WHAT FM VALUES WHEEL:

1. Activities start in the center and then progress out and individual develop greater skills and exposure.
2. Individuals should review the wheel, roadmaps, and the competency skill sets to conduct a personal gap analysis to identify growth focus areas. Examples of each bucketed area are located on the FM Roadmaps.
3. Following an in-depth gap analysis, personnel should start to think about short- and long-term career goals that align with their work-life balance priorities and that help close their specific career gaps.

See the below and reverse for a brief definition of each activity on the What FM Values wheel.



Career Roadmap Reference

FINANCIAL MANAGEMENT CIVILIAN FORCE CAREER ROADMAP FOR ENTERPRISE LEADERS			
TACTICAL (GS 1-9)		OPERATIONAL (GS 10-13)	
LEADERSHIP	Operational/Supervisory Roles	Operational/Supervisory Roles	Operational/Supervisory Roles
EDUCATION & TRAINING	Graduate Degree	Bachelor's Degree	Associate Degree
EXPERIENCE	Strategic-Minded	Innovative	Inclusive
PERFORMANCE	Job Proficiency	Problem-Solving	Results-Oriented
CERTIFICATION	DoD/FM Certification	DAWA	Test-based
TRAINING	Leadership Development	Functional Development	Professional Development

FINANCIAL MANAGEMENT CIVILIAN FORCE CAREER ROADMAP FOR FUNCTIONAL EXPERTS/LEADERS			
BASIC (GS 1-9)		INTERMEDIATE (GS 10-13)	
LEADERSHIP	Operational/Supervisory Roles	Operational/Supervisory Roles	Operational/Supervisory Roles
EDUCATION & TRAINING	Graduate Degree	Bachelor's Degree	Associate Degree
EXPERIENCE	Strategic-Minded	Innovative	Inclusive
PERFORMANCE	Job Proficiency	Problem-Solving	Results-Oriented
CERTIFICATION	DoD/FM Certification	DAWA	Test-based
TRAINING	Leadership Development	Functional Development	Professional Development

FINANCIAL MANAGEMENT ENLISTED FORCE CAREER ROADMAP (AFSC 6F000)			
Years of Service			
LEADERSHIP	Operational/Supervisory Roles	Operational/Supervisory Roles	Operational/Supervisory Roles
EDUCATION & TRAINING	Graduate Degree	Bachelor's Degree	Associate Degree
EXPERIENCE	Strategic-Minded	Innovative	Inclusive
PERFORMANCE	Job Proficiency	Problem-Solving	Results-Oriented
CERTIFICATION	DoD/FM Certification	DAWA	Test-based
TRAINING	Leadership Development	Functional Development	Professional Development

FINANCIAL MANAGEMENT OFFICER FORCE CAREER ROADMAP (AFSC 6500/6600)			
Years of Service			
LEADERSHIP	Operational/Supervisory Roles	Operational/Supervisory Roles	Operational/Supervisory Roles
EDUCATION & TRAINING	Graduate Degree	Bachelor's Degree	Associate Degree
EXPERIENCE	Strategic-Minded	Innovative	Inclusive
PERFORMANCE	Job Proficiency	Problem-Solving	Results-Oriented
CERTIFICATION	DoD/FM Certification	DAWA	Test-based
TRAINING	Leadership Development	Functional Development	Professional Development



Definitions



LEADERSHIP

- **Resilient**
 - Negotiates, manages, and adapts to change or stress
- **Inclusive**
 - Creates a culture where all members of an organization are free to make their fullest contributions to success of the group
- **Innovative**
 - Creative, informed risk-taker, encourages, and champions change
- **Strategic-Minded**
 - Possesses the ability to think and plan long-term and goal-oriented



PERFORMANCE

- **Job Proficiency**
 - Level of competence, skill, and ability in performing the tasks and responsibilities
- **Problem-Solving**
 - Cognitive process, identifying, analyzing, and resolving issues. Navigate complex situations
- **Results-Oriented**
 - Focuses on achieving specific, quantifiable goals, and outcomes
- **Mission-Focused**
 - Clear and singular focus on achieving a specific goal or objective for an organization or team



EXPERIENCE

- **Technical Depth and Breadth**
 - Level of expertise, skill, and knowledge within a specific technical area or domain
- **Organizational Depth and Breadth**
 - Depth: Level of expertise, experience, and skill within an organization. Breadth: range of skills, capabilities, and services
- **Leadership/Supervisory Roles**
 - Responsible for guiding, directing, and managing a group of people, usually within an organization
- **Joint Assignments COCOM / Deployments**
 - Promotes inter-service cooperation, understanding of joint operations, and develops leaders



CERTIFICATION

- **DAWIA**
 - Individuals working in the acquisition, technology, and logistics fields—Practitioner and Advanced
- **DoD FM Certification**
 - Professional certification program for FM personnel – Levels 1, 2, and 3
- **Test-Based**
 - Standardized exam or series of exams for professional certification
- **Other Non-Test Based Certifications**
 - Earned through a combination of education, training, work experience, and other relevant qualifications



EDUCATION

- **Professional Military Education**
 - Designed to develop and enhance the leadership, management, and strategy techniques of personnel
- **Associate Degree**
 - Undergraduate academic degree that typically takes two years to complete
- **Bachelor's Degree**
 - Undergraduate academic degree for a four-year program of study
- **Graduate Degree**
 - Advanced academic degree that is earned after completing a bachelor's degree



TRAINING

- **Professional Development**
 - Designed to help enhance skills, knowledge, and abilities to improve job performance and advance their careers
- **Functional**
 - Focuses on developing specific abilities or skills that are relevant to one's functional job or path
- **Leadership Development**
 - Topics such as communication, decision-making, problem solving, strategic planning, and team building
- **External Opportunities**
 - Outside of current workplace or organization, includes various mediums: online courses, workshops, seminars, and certifications