The Two Worlds of Policy & Administration

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| **DIMENSION** | **POLICY MAKERS** | **ADMINISTRATORS** |
| **Selection*** How are they selected?
 | Based on political, policy ideological views or connection to certain constituents | Based on abilities |
| **Role*** What is their role at work?
 | Representative of constituent groups | Professional expert |
| **Issues*** What issues are of paramount importance to them?
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| **Information*** What kinds of information do they seek in making decisions?
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| **Orientation to change*** How do they react to the possibility of change?
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| **Attention*** To what do they pay attention?
* What catches their attention?
 |  |  |
| **Time frame*** What is their timeframe when considering issues?
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| **Focus of decision making*** What is the focus of their decision-making?
* What do they tend to consider when making decisions?
* What questions are they likely to ask as part of their decision-making process?
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| **Accountability*** To whom are they accountable?
 |  |  |
| **Rewards*** What kinds of rewards do they seek?
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Source: Career Compass #31: Political Savviness by Dr. Frank Benest, ICMA. March 28, 2013