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? |  |  |
| **Information**   * What kinds of information do they seek in making decisions? |  |  |
| **Orientation to change**   * How do they react to the possibility of change? |  |  |
| **Attention**   * To what do they pay attention? * What catches their attention? |  |  |
| **Time frame**   * What is their timeframe when considering issues? |  |  |
| **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? |  |  |
| **Accountability**   * To whom are they accountable? |  |  |
| **Rewards**   * What kinds of rewards do they seek? |  |  |

Source: Career Compass #31: Political Savviness by Dr. Frank Benest, ICMA. March 28, 2013