

All - Sorted by Task Number - Lowest to Highest			
Average of Answer	Type		
Master Skill	Importance	Percent Time	Your Skill Level
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	1.93	1.61	2.21
02. Construct new trails using basic techniques.	1.67	1.51	2.11
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	1.63	1.55	2.26
04. Use chainsaws according to agency policy.	1.56	1.30	1.95
05. Use heavy, motorized equipment to build or maintain trails.	1.30	1.16	1.46
06. Mark trails or place signs.	2.28	1.72	2.55
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	1.86	1.51	1.94
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	1.81	1.45	1.87
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	1.87	1.50	1.83
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	2.10	1.67	2.07
11. Lead or manage crews in trail work.	1.86	1.59	2.26
12. Supervise contracts or contractors.	2.11	1.78	2.34
13. Perform cost analysis or develop budgets for trail design or construction.	2.00	1.63	2.01
15. Use or apply GIS or other mapping technology to trails work.	2.14	1.69	1.90
16. Use facilitation skills to lead meetings or resolve disputes.	2.62	2.32	2.76
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	2.65	2.17	2.61
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	2.48	1.96	2.57
19. Use interpretation or presentation skills to deliver programs to reach diverse audiences.	2.55	2.12	2.81
20. Market the trail according to its purpose and goals.	2.40	1.88	2.34
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	2.29	1.72	2.26
22. Plan or conduct annual events or festivals as education or marketing tools.	2.18	1.84	2.37
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	1.79	1.29	1.65
24. Develop policy or guidelines for events, commercial services, or permits.	2.01	1.70	2.22
25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	2.01	1.66	2.30
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	2.40	1.82	2.40
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	1.61	1.26	1.77
28. Monitor rights of way or conservation easements for compliance.	2.01	1.49	2.07
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	2.12	1.60	2.20
30. Respond to trail user, landowner, or other complaints.	2.24	1.85	2.56
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	2.14	1.69	2.36
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	2.04	1.48	2.02
33. Develop historic contexts or resource studies for trails.	2.07	1.54	2.02
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	2.43	1.84	2.38

35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	2.31	1.87	2.38
36. Work collaboratively with agency or organizations to develop or amend trail plans.	2.73	2.12	2.64
37. Develop a trail protection plan for non-federal segments.	1.96	1.36	1.88
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	2.61	1.90	2.42
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	2.24	1.74	2.20
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	2.32	1.78	2.21
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	1.93	1.45	1.78
42. Research or document trail history in archives, publications, or oral sources.	2.20	1.63	2.27
43. Conduct visual resource management assessments for proposed land use projects.	2.29	1.57	2.02
44. Develop or communicate best management practices to protect trail resources.	2.54	1.79	2.34
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	2.14	1.39	1.76
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	1.84	1.30	1.69
47. Integrate trail management and administration with other resource programs.	2.54	1.92	2.40
48. Work with users, public, communities, trail organizations, agencies, or tribes with interest in trails.	3.12	2.66	2.86
49. Develop or oversee cooperative agreements or memorandum of understanding with partners, organizations, or agencies.	2.84	2.09	2.63
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	2.48	1.91	2.61
51. Collaborate with private land owners within and outside the trail corridor.	2.34	1.59	2.30
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	2.57	1.91	2.49
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	2.64	1.97	2.52
54. Recruit or orient new members or staff.	2.50	1.82	2.62
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	2.40	1.75	2.45
56. Recognize members, staff, or volunteer contributions.	2.57	1.92	2.73
57. Conduct committee meetings of a trail organization.	2.20	1.62	2.58
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	2.37	1.75	2.54
59. Effectively participate in trail organization or agency meetings and events.	2.78	2.18	2.88
60. Inform trail users on the purpose, benefits, rules, fees, or operations of trails and trail corridor.	2.34	1.82	2.64
61. Raise funds to benefit the trail or organization.	2.03	1.46	2.05
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	2.40	1.89	2.52
63 Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	2.44	1.88	2.54
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	2.76	2.06	2.59
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	2.61	1.90	2.29

66. Analyze proposed legislation that would affect trails and related lands.	2.38	1.72	2.27
67. Develop trails policy or implementation strategies.	2.42	1.78	2.31
68. Analyze the economic or social impacts of trails on local communities or regional settings.	2.07	1.46	1.76
69. Administer trail agreements or contracts.	2.32	1.84	2.42
70. Develop manuals, handbooks, guidelines, or procedures.	2.22	1.68	2.39
71. Establish, review, or track budgets and expenditures.	2.64	2.16	2.69
72. Maintain agency or organization contacts, records, and databases.	2.62	2.08	2.70
73. Review development proposals for potential impacts on trails and trail corridors.	2.47	1.79	2.44
74. Write or manage grants and accounting records for projects.	2.34	1.85	2.43
75. Research and/or use a variety of funding sources.	2.39	1.79	2.38
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	2.38	1.70	2.38
77. Manage budgets or funding that includes activities to support partnerships or agencies.	2.53	1.87	2.52
Grand Total	2.25	1.74	2.29
Blue Box = Importance greater 2.00 Pink Box = Skill less 2.41			

Scenic Trails - Sorted by Skill Level Lowest to Highest			
Average of Answer	Type		
Master Skill	Importance	Percent Time	Your Skill Level
05. Use heavy, motorized equipment to build or maintain trails.	1.30	1.16	1.46
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	1.79	1.29	1.65
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	1.84	1.30	1.69
68. Analyze the economic or social impacts of trails on local communities or regional settings.	2.07	1.46	1.76
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	2.14	1.39	1.76
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	1.61	1.26	1.77
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	1.93	1.45	1.78
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	1.87	1.50	1.83
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	1.81	1.45	1.87
37. Develop a trail protection plan for non-federal segments.	1.96	1.36	1.88
15. Use or apply GIS or other mapping technology to trails work.	2.14	1.69	1.90
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	1.86	1.51	1.94
04. Use chainsaws according to agency policy.	1.56	1.30	1.95
13. Perform cost analysis or develop budgets for trail design or construction.	2.00	1.63	2.01
33. Develop historic contexts or resource studies for trails.	2.07	1.54	2.02
43. Conduct visual resource management assessments for proposed land use projects.	2.29	1.57	2.02
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	2.04	1.48	2.02
61. Raise funds to benefit the trail or organization.	2.03	1.46	2.05
28. Monitor rights of way or conservation easements for compliance.	2.01	1.49	2.07
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	2.10	1.67	2.07
02. Construct new trails using basic techniques.	1.67	1.51	2.11
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	2.12	1.60	2.20
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	2.24	1.74	2.20
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	1.93	1.61	2.21
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	2.32	1.78	2.21
24. Develop policy or guidelines for events, commercial services, or permits.	2.01	1.70	2.22
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	1.63	1.55	2.26
11. Lead or manage crews in trail work.	1.86	1.59	2.26
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	2.29	1.72	2.26
42. Research or document trail history in archives, publications, or oral sources.	2.20	1.63	2.27
66. Analyze proposed legislation that would affect trails and related lands.	2.38	1.72	2.27
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	2.61	1.90	2.29

25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	2.01	1.66	2.30
51. Collaborate with private land owners within and outside the trail corridor.	2.34	1.59	2.30
67. Develop trails policy or implementation strategies.	2.42	1.78	2.31
44. Develop or communicate best management practices to protect trail resources.	2.54	1.79	2.34
12. Supervise contracts or contractors.	2.11	1.78	2.34
20. Market the trail according to its purpose and goals.	2.40	1.88	2.34
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	2.14	1.69	2.36
22. Plan or conduct annual events or festivals as education or marketing tools.	2.18	1.84	2.37
35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	2.31	1.87	2.38
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	2.38	1.70	2.38
75. Research and/or use a variety of funding sources.	2.39	1.79	2.38
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	2.43	1.84	2.38
70. Develop manuals, handbooks, guidelines, or procedures.	2.22	1.68	2.39
47. Integrate trail management and administration with other resource programs.	2.54	1.92	2.40
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	2.40	1.82	2.40
69. Administer trail agreements or contracts.	2.32	1.84	2.42
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	2.61	1.90	2.42
74. Write or manage grants and accounting records for projects.	2.34	1.85	2.43
73. Review development proposals for potential impacts on trails and trail corridors.	2.47	1.79	2.44
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	2.40	1.75	2.45
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	2.57	1.91	2.49
77. Manage budgets or funding that includes activities to support partnerships or agencies.	2.53	1.87	2.52
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	2.40	1.89	2.52
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	2.64	1.97	2.52
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	2.37	1.75	2.54
63 Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	2.44	1.88	2.54
06. Mark trails or place signs.	2.28	1.72	2.55
30. Respond to trail user, landowner, or other complaints.	2.24	1.85	2.56
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	2.48	1.96	2.57
57. Conduct committee meetings of a trail organization.	2.20	1.62	2.58
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	2.76	2.06	2.59
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	2.48	1.91	2.61
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	2.65	2.17	2.61
54. Recruit or orient new members or staff.	2.50	1.82	2.62

Historic Trails - Sorted by Skill Level Lowest to Highest			
Average of Answer	Type		
Master Skill	Importance	Percent Time	Your Skill Level
05. Use heavy, motorized equipment to build or maintain trails.	1.24	1.11	1.37
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	1.83	1.37	1.73
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	1.89	1.36	1.63
68. Analyze the economic or social impacts of trails on local communities or regional settings.	2.10	1.47	1.68
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	2.01	1.30	1.67
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	1.52	1.27	1.76
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	1.96	1.49	1.82
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	1.86	1.49	1.69
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	1.58	1.30	1.59
37. Develop a trail protection plan for non-federal segments.	1.92	1.34	1.80
15. Use or apply GIS or other mapping technology to trails work.	2.07	1.65	1.86
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	1.79	1.43	1.76
04. Use chainsaws according to agency policy.	1.30	1.18	1.69
13. Perform cost analysis or develop budgets for trail design or construction.	1.73	1.45	1.74
33. Develop historic contexts or resource studies for trails.	2.36	1.73	2.29
43. Conduct visual resource management assessments for proposed land use projects.	2.36	1.55	1.96
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	2.06	1.50	2.00
61. Raise funds to benefit the trail or organization.	2.10	1.57	2.08
28. Monitor rights of way or conservation easements for compliance.	2.09	1.55	2.21
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	2.08	1.68	2.08
02. Construct new trails using basic techniques.	1.45	1.32	1.74
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	2.13	1.61	2.24
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	2.52	1.98	2.44
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	1.76	1.45	1.95
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	2.75	2.06	2.54
24. Develop policy or guidelines for events, commercial services, or permits.	2.14	1.80	2.40
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	1.36	1.35	2.03
11. Lead or manage crews in trail work.	1.61	1.40	2.01
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	2.56	1.95	2.43
42. Research or document trail history in archives, publications, or oral sources.	2.56	2.01	2.66
66. Analyze proposed legislation that would affect trails and related lands.	2.30	1.67	2.17
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	2.68	1.88	2.22

25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	1.99	1.69	2.23
51. Collaborate with private land owners within and outside the trail corridor.	2.37	1.64	2.33
67. Develop trails policy or implementation strategies.	2.25	1.68	2.14
44. Develop or communicate best management practices to protect trail resources.	2.59	1.74	2.32
12. Supervise contracts or contractors.	2.03	1.72	2.29
20. Market the trail according to its purpose and goals.	2.52	2.01	2.40
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	2.26	1.80	2.38
22. Plan or conduct annual events or festivals as education or marketing tools.	2.35	1.99	2.48
35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	2.34	1.79	2.37
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	2.35	1.67	2.29
75. Research and/or use a variety of funding sources.	2.31	1.71	2.25
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	2.65	1.99	2.54
70. Develop manuals, handbooks, guidelines, or procedures.	2.16	1.57	2.25
47. Integrate trail management and administration with other resource programs.	2.51	1.77	2.31
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	2.54	1.90	2.59
69. Administer trail agreements or contracts.	2.30	1.67	2.23
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	2.65	1.91	2.44
74. Write or manage grants and accounting records for projects.	2.26	1.67	2.27
73. Review development proposals for potential impacts on trails and trail corridors.	2.54	1.70	2.34
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	2.24	1.62	2.34
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	2.47	1.86	2.44
77. Manage budgets or funding that includes activities to support partnerships or agencies.	2.50	1.79	2.35
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	2.26	1.73	2.31
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	2.62	1.98	2.45
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	2.59	1.95	2.63
63 Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	2.31	1.81	2.38
06. Mark trails or place signs.	2.40	1.79	2.42
30. Respond to trail user, landowner, or other complaints.	2.19	1.72	2.46
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	2.82	2.24	2.89
57. Conduct committee meetings of a trail organization.	2.25	1.69	2.59
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	2.74	1.92	2.56
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	2.43	1.91	2.57
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	2.80	2.27	2.72
54. Recruit or orient new members or staff.	2.54	1.86	2.67

49. Develop or oversee cooperative agreements or memorandum of understanding with partners, organizations, or agencies.	2.85	2.07	2.61
60. Inform trail users on the purpose, benefits, rules, fees, or operations of trails and trail corridor.	2.32	1.81	2.52
36. Work collaboratively with agency or organizations to develop or amend trail plans.	2.86	2.09	2.58
71. Establish, review, or track budgets and expenditures.	2.58	1.99	2.59
72. Maintain agency or organization contacts, records, and databases.	2.60	2.01	2.60
56. Recognize members, staff, or volunteer contributions.	2.57	1.96	2.78
16. Use facilitation skills to lead meetings or resolve disputes.	2.69	2.32	2.79
19. Use interpretation or presentation skills to deliver programs to reach diverse audiences.	2.85	2.30	3.00
48. Work with users, public, communities, trail organizations, agencies, or tribes with interest in trails.	3.13	2.61	2.77
59. Effectively participate in trail organization or agency meetings and events.	2.77	2.10	2.83
Grand Total	2.26	1.73	2.26
Blue Box = Importance greater 2.00 Pink Box = Skill less 2.41			

BLM - Sorted by Task Number - Lowest to Highest			
Average of Answer	Type		
Master Skill	Importance	Percent Time	Your Skill Level
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	1.90	1.55	2.22
02. Construct new trails using basic techniques.	1.61	1.42	2.11
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	1.57	1.55	2.45
04. Use chainsaws according to agency policy.	1.47	1.17	1.86
05. Use heavy, motorized equipment to build or maintain trails.	1.33	1.13	1.47
06. Mark trails or place signs.	2.66	1.94	2.84
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	1.97	1.57	2.03
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	1.85	1.40	1.87
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	2.14	1.56	1.95
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	2.32	1.78	2.32
11. Lead or manage crews in trail work.	1.92	1.58	2.43
12. Supervise contracts or contractors.	2.33	1.81	2.50
13. Perform cost analysis or develop budgets for trail design or construction.	2.00	1.63	2.01
15. Use or apply GIS or other mapping technology to trails work.	2.44	1.94	2.27
16. Use facilitation skills to lead meetings or resolve disputes.	2.72	2.32	2.83
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	2.90	2.30	2.78
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	2.66	2.03	2.73
19. Use interpretation or presentation skills to deliver programs to reach diverse audiences.	2.73	2.10	2.98
20. Market the trail according to its purpose and goals.	2.29	1.80	2.38
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	2.46	1.80	2.45
22. Plan or conduct annual events or festivals as education or marketing tools.	2.05	1.67	2.32
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	1.79	1.30	1.68
24. Develop policy or guidelines for events, commercial services, or permits.	2.02	1.88	2.36
25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	2.17	1.82	2.51
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	2.76	2.03	2.83
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	1.66	1.22	1.81
28. Monitor rights of way or conservation easements for compliance.	1.98	1.48	2.31
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	2.34	1.80	2.58
30. Respond to trail user, landowner, or other complaints.	2.37	1.95	2.78
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	2.28	1.69	2.47
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	2.24	1.59	2.21
33. Develop historic contexts or resource studies for trails.	2.16	1.52	2.20
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	2.70	1.95	2.75

35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	2.54	1.95	2.71
36. Work collaboratively with agency or organizations to develop or amend trail plans.	2.74	1.98	2.77
37. Develop a trail protection plan for non-federal segments.	1.96	1.24	1.95
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	2.88	2.00	2.73
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	2.49	1.76	2.44
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	2.58	1.91	2.54
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	1.92	1.44	1.83
42. Research or document trail history in archives, publications, or oral sources.	2.25	1.55	2.44
43. Conduct visual resource management assessments for proposed land use projects.	2.56	1.67	2.30
44. Develop or communicate best management practices to protect trail resources.	2.77	1.83	2.47
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	2.33	1.32	1.79
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	1.96	1.30	1.72
47. Integrate trail management and administration with other resource programs.	2.92	2.15	2.70
48. Work with users, public, communities, trail organizations, agencies, or tribes with interest in trails.	3.13	2.39	2.91
49. Develop or oversee cooperative agreements or memorandum of understanding with partners, organizations, or agencies.	2.87	1.96	2.67
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	2.39	1.76	2.52
51. Collaborate with private land owners within and outside the trail corridor.	2.39	1.56	2.48
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	2.67	1.89	2.66
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	2.78	1.94	2.67
54. Recruit or orient new members or staff.	2.51	1.81	2.66
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	2.42	1.77	2.49
56. Recognize members, staff, or volunteer contributions.	2.53	1.83	2.78
57. Conduct committee meetings of a trail organization.	1.84	1.31	2.51
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	2.10	1.58	2.54
59. Effectively participate in trail organization or agency meetings and events.	2.53	1.84	2.75
60. Inform trail users on the purpose, benefits, rules, fees, or operations of trails and trail corridor.	2.40	1.87	2.80
61. Raise funds to benefit the trail or organization.	1.92	1.37	2.13
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	2.31	1.75	2.56
63 Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	2.54	1.90	2.69
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	3.08	2.18	2.98
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	2.96	1.96	2.51

66. Analyze proposed legislation that would affect trails and related lands.	2.30	1.58	2.40
67. Develop trails policy or implementation strategies.	2.44	1.70	2.43
68. Analyze the economic or social impacts of trails on local communities or regional settings.	2.21	1.43	1.83
69. Administer trail agreements or contracts.	2.37	1.66	2.50
70. Develop manuals, handbooks, guidelines, or procedures.	2.22	1.56	2.36
71. Establish, review, or track budgets and expenditures.	2.60	1.98	2.67
72. Maintain agency or organization contacts, records, and databases.	2.73	2.04	2.76
73. Review development proposals for potential impacts on trails and trail corridors.	2.74	1.84	2.61
74. Write or manage grants and accounting records for projects.	2.39	1.78	2.47
75. Research and/or use a variety of funding sources.	2.47	1.78	2.53
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	2.47	1.60	2.40
77. Manage budgets or funding that includes activities to support partnerships or agencies.	2.62	1.86	2.63
Grand Total	2.33	1.73	2.42
Blue Box = Importance greater 2.00 Pink Box = Skill less 2.41			

Forest Service - Sorted by Task Number			
Average of Answer	Type		
Master Skill	Importance	Percent Time	Your Skill Level
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	1.86	1.50	2.33
02. Construct new trails using basic techniques.	1.70	1.36	2.11
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	1.57	1.43	2.26
04. Use chainsaws according to agency policy.	1.58	1.27	1.96
05. Use heavy, motorized equipment to build or maintain trails.	1.33	1.07	1.46
06. Mark trails or place signs.	1.85	1.52	2.38
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	1.69	1.31	1.84
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	1.88	1.46	2.00
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	1.65	1.31	1.64
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	1.77	1.38	1.92
11. Lead or manage crews in trail work.	1.60	1.38	2.20
12. Supervise contracts or contractors.	1.85	1.67	2.15
13. Perform cost analysis or develop budgets for trail design or construction.	1.96	1.75	2.06
15. Use or apply GIS or other mapping technology to trails work.	1.74	1.37	1.73
16. Use facilitation skills to lead meetings or resolve disputes.	2.42	2.35	2.67
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	2.42	2.04	2.38
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	2.38	1.83	2.65
19. Use interpretation or presentation skills to deliver programs to reach diverse audiences.	2.33	1.91	2.74
20. Market the trail according to its purpose and goals.	2.38	1.83	2.29
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	2.17	1.71	2.33
22. Plan or conduct annual events or festivals as education or marketing tools.	2.17	1.82	2.36
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	1.57	1.13	1.32
24. Develop policy or guidelines for events, commercial services, or permits.	2.26	1.79	2.36
25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	2.25	1.83	2.52
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	2.48	1.96	2.50
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	1.50	1.26	1.90
28. Monitor rights of way or conservation easements for compliance.	1.91	1.42	1.95
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	1.86	1.38	1.95
30. Respond to trail user, landowner, or other complaints.	2.46	2.08	2.83
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	1.73	1.42	2.00
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	1.96	1.33	2.05
33. Develop historic contexts or resource studies for trails.	1.91	1.33	1.86
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	2.35	1.83	2.55

35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	2.71	2.08	2.61
36. Work collaboratively with agency or organizations to develop or amend trail plans.	2.48	2.00	2.41
37. Develop a trail protection plan for non-federal segments.	1.82	1.29	1.76
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	2.52	1.96	2.45
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	2.05	1.67	2.18
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	2.19	1.65	2.15
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	2.00	1.45	1.85
42. Research or document trail history in archives, publications, or oral sources.	2.10	1.48	2.05
43. Conduct visual resource management assessments for proposed land use projects.	2.32	1.52	1.90
44. Develop or communicate best management practices to protect trail resources.	2.45	1.74	2.41
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	2.36	1.48	1.71
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	2.17	1.35	2.05
47. Integrate trail management and administration with other resource programs.	2.78	2.13	2.61
48. Work with users, public, communities, trail organizations, agencies, or tribes with interest in trails.	3.14	2.64	2.82
49. Develop or oversee cooperative agreements or memorandum of understanding with partners, organizations, or agencies.	2.80	2.18	2.68
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	2.35	1.73	2.42
51. Collaborate with private land owners within and outside the trail corridor.	2.43	1.64	2.15
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	2.68	2.14	2.48
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	2.76	2.09	2.38
54. Recruit or orient new members or staff.	2.36	1.68	2.62
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	2.36	1.64	2.52
56. Recognize members, staff, or volunteer contributions.	2.67	1.95	3.05
57. Conduct committee meetings of a trail organization.	2.11	1.43	2.67
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	2.38	1.90	2.55
59. Effectively participate in trail organization or agency meetings and events.	2.76	2.27	2.86
60. Inform trail users on the purpose, benefits, rules, fees, or operations of trails and trail corridor.	2.48	1.86	2.80
61. Raise funds to benefit the trail or organization.	1.90	1.14	2.00
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	2.60	2.00	2.84
63. Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	2.55	1.86	2.53
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	2.77	2.18	2.76
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	2.62	2.05	2.33

66. Analyze proposed legislation that would affect trails and related lands.	2.40	1.55	2.16
67. Develop trails policy or implementation strategies.	2.52	1.91	2.35
68. Analyze the economic or social impacts of trails on local communities or regional settings.	2.10	1.41	1.84
69. Administer trail agreements or contracts.	2.52	2.00	2.40
70. Develop manuals, handbooks, guidelines, or procedures.	2.25	1.59	2.37
71. Establish, review, or track budgets and expenditures.	2.86	2.36	2.85
72. Maintain agency or organization contacts, records, and databases.	2.62	2.05	2.55
73. Review development proposals for potential impacts on trails and trail corridors.	2.41	1.82	2.67
74. Write or manage grants and accounting records for projects.	2.45	1.77	2.53
75. Research and/or use a variety of funding sources.	2.60	1.64	2.42
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	2.71	1.91	2.50
77. Manage budgets or funding that includes activities to support partnerships or agencies.	2.85	2.05	2.63
Grand Total	2.22	1.70	2.29
Blue Box = Importance greater 2.00 Pink Box = Skill less 2.41			



National Trail Organization - Sorted by Task Number	Sorted By Lowest to Highest Skill		
Average of Answer	Type		Your Skill
Master Skill	Importance	Percent Time	Level
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	2.68	2.32	2.37
02. Construct new trails using basic techniques.	2.42	1.95	2.37
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	2.44	2.22	2.16
04. Use chainsaws according to agency policy.	2.26	1.79	2.11
05. Use heavy, motorized equipment to build or maintain trails.	1.35	1.21	1.33
06. Mark trails or place signs.	2.58	2.26	2.61
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	2.22	1.84	1.89
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	2.44	1.79	1.94
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	2.11	1.58	1.78
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	2.63	1.95	1.95
11. Lead or manage crews in trail work.	2.68	2.21	2.47
12. Supervise contracts or contractors.	2.29	1.74	2.00
13. Perform cost analysis or develop budgets for trail design or construction.	2.29	1.74	1.71
15. Use or apply GIS or other mapping technology to trails work.	2.53	1.78	1.71
16. Use facilitation skills to lead meetings or resolve disputes.	3.05	2.70	2.53
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	3.17	2.40	2.58
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	3.06	2.32	2.33
19. Use interpretation or presentation skills to deliver programs to reach diverse audiences.	3.31	2.39	2.50
20. Market the trail according to its purpose and goals.	3.53	2.42	2.29
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	2.76	1.89	2.00
22. Plan or conduct annual events or festivals as education or marketing tools.	3.05	2.53	2.53
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	2.75	1.61	1.88
24. Develop policy or guidelines for events, commercial services, or permits.	2.25	1.56	1.75
25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	2.29	1.78	2.00
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	2.31	1.67	1.88
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	2.00	1.39	1.65
28. Monitor rights of way or conservation easements for compliance.	2.50	1.78	1.69
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	2.76	1.89	2.17
30. Respond to trail user, landowner, or other complaints.	2.53	1.83	2.19
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	2.56	1.94	2.19
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	2.06	1.37	1.81
33. Develop historic contexts or resource studies for trails.	2.00	1.67	1.88
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	2.47	1.88	1.87

35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	2.44	1.83	1.88
36. Work collaboratively with agency or organizations to develop or amend trail plans.	3.28	2.42	2.44
37. Develop a trail protection plan for non-federal segments.	2.56	1.67	2.00
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	3.22	2.32	2.22
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	2.29	1.89	1.88
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	2.56	1.72	1.50
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	2.00	1.50	1.38
42. Research or document trail history in archives, publications, or oral sources.	2.44	1.89	2.11
43. Conduct visual resource management assessments for proposed land use projects.	2.31	1.56	1.63
44. Develop or communicate best management practices to protect trail resources.	2.63	1.89	2.00
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	2.75	1.83	1.88
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	1.94	1.39	1.38
47. Integrate trail management and administration with other resource programs.	2.41	1.78	2.00
48. Work with users, public, communities, trail organizations, agencies, or tribes with interest in trails.	3.44	3.21	2.83
49. Develop or oversee cooperative agreements or memorandum of understanding with partners, organizations, or agencies.	3.06	2.11	2.44
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	3.12	2.17	2.53
51. Collaborate with private land owners within and outside the trail corridor.	2.69	1.83	2.00
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	2.71	1.84	2.06
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	3.00	2.11	2.47
54. Recruit or orient new members or staff.	2.94	2.17	2.29
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	2.88	1.94	2.29
56. Recognize members, staff, or volunteer contributions.	3.05	2.11	2.61
57. Conduct committee meetings of a trail organization.	3.11	2.21	2.71
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	2.76	1.89	2.56
59. Effectively participate in trail organization or agency meetings and events.	3.53	2.79	3.05
60. Inform trail users on the purpose, benefits, rules, fees, or operations of trails and trail corridor.	2.79	2.05	2.42
61. Raise funds to benefit the trail or organization.	3.21	2.30	2.37
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	2.82	2.00	2.00
63. Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	2.79	2.05	2.32
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	2.63	1.78	2.00
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	2.59	1.78	1.88

66. Analyze proposed legislation that would affect trails and related lands.	3.00	2.06	2.19
67. Develop trails policy or implementation strategies.	2.44	1.72	2.00
68. Analyze the economic or social impacts of trails on local communities or regional settings.	2.27	1.76	1.80
69. Administer trail agreements or contracts.	2.06	1.53	1.88
70. Develop manuals, handbooks, guidelines, or procedures.	2.50	1.72	2.19
71. Establish, review, or track budgets and expenditures.	2.67	2.00	2.00
72. Maintain agency or organization contacts, records, and databases.	3.25	2.17	2.44
73. Review development proposals for potential impacts on trails and trail corridors.	2.88	1.78	1.94
74. Write or manage grants and accounting records for projects.	2.93	1.76	1.93
75. Research and/or use a variety of funding sources.	3.00	1.88	1.94
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	2.67	1.75	2.13
77. Manage budgets or funding that includes activities to support partnerships or agencies.	2.63	1.72	2.13
Grand Total	2.66	1.94	2.11
Blue Box = Importance greater 2.00 Pink Box = Skill less 2.41			

NPS - Sorted by Task Number - Lowest to Highest			
Average of Answer	Type		
Master Skill	Importance	Percent Time	Your Skill Level
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	2.11	1.62	2.24
02. Construct new trails using basic techniques.	1.46	1.48	2.09
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	1.67	1.50	2.19
04. Use chainsaws according to agency policy.	1.67	1.38	2.19
05. Use heavy, motorized equipment to build or maintain trails.	1.37	1.27	1.61
06. Mark trails or place signs.	2.31	1.56	2.49
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	1.91	1.45	1.97
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	1.69	1.39	1.83
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	1.78	1.54	1.86
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	2.00	1.73	2.00
11. Lead or manage crews in trail work.	1.91	1.73	2.24
12. Supervise contracts or contractors.	2.03	1.85	2.50
13. Perform cost analysis or develop budgets for trail design or construction.	1.92	1.50	2.02
15. Use or apply GIS or other mapping technology to trails work.	2.11	1.76	1.82
16. Use facilitation skills to lead meetings or resolve disputes.	2.76	2.20	2.74
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	2.68	2.03	2.68
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	2.60	1.97	2.71
19. Use interpretation or presentation skills to deliver programs to reach diverse audiences.	2.62	2.18	2.80
20. Market the trail according to its purpose and goals.	2.42	1.87	2.53
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	2.34	1.73	2.39
22. Plan or conduct annual events or festivals as education or marketing tools.	2.26	1.86	2.45
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	1.84	1.22	1.72
24. Develop policy or guidelines for events, commercial services, or permits.	1.94	1.58	2.13
25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	1.91	1.53	2.30
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	2.44	1.87	2.30
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	1.69	1.39	1.88
28. Monitor rights of way or conservation easements for compliance.	2.15	1.51	2.15
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	2.00	1.47	2.09
30. Respond to trail user, landowner, or other complaints.	2.14	1.68	2.46
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	2.17	1.74	2.37
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	2.18	1.55	1.94
33. Develop historic contexts or resource studies for trails.	2.26	1.63	1.94
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	2.63	2.00	2.31

35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	2.33	2.00	2.36
36. Work collaboratively with agency or organizations to develop or amend trail plans.	3.00	2.32	2.92
37. Develop a trail protection plan for non-federal segments.	1.97	1.37	1.82
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	2.23	1.61	2.11
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	2.33	1.84	2.16
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	2.44	2.00	2.27
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	2.17	1.53	1.79
42. Research or document trail history in archives, publications, or oral sources.	2.44	1.81	2.32
43. Conduct visual resource management assessments for proposed land use projects.	2.15	1.47	1.85
44. Develop or communicate best management practices to protect trail resources.	2.57	1.73	2.25
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	1.78	1.27	1.58
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	1.71	1.32	1.56
47. Integrate trail management and administration with other resource programs.	2.36	1.78	2.21
48. Work with users, public, communities, trail organizations, agencies, or tribes with interest in trails.	3.28	2.71	2.78
49. Develop or oversee cooperative agreements or memorandum of understanding with partners, organizations, or agencies.	3.03	2.16	2.69
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	2.59	2.03	2.77
51. Collaborate with private land owners within and outside the trail corridor.	2.52	1.66	2.32
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	2.55	1.92	2.50
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	2.56	1.97	2.47
54. Recruit or orient new members or staff.	2.79	1.97	2.79
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	2.69	1.86	2.58
56. Recognize members, staff, or volunteer contributions.	2.81	2.03	2.67
57. Conduct committee meetings of a trail organization.	2.21	1.60	2.41
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	2.43	1.72	2.43
59. Effectively participate in trail organization or agency meetings and events.	2.97	2.14	2.91
60. Inform trail users on the purpose, benefits, rules, fees, or operations of trails and trail corridor.	2.28	1.78	2.64
61. Raise funds to benefit the trail or organization.	1.93	1.36	1.83
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	2.39	1.94	2.66
63. Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	2.32	1.81	2.41
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	2.91	2.06	2.33
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	2.61	1.94	2.30

66. Analyze proposed legislation that would affect trails and related lands.	2.37	1.65	2.16
67. Develop trails policy or implementation strategies.	2.65	1.88	2.34
68. Analyze the economic or social impacts of trails on local communities or regional settings.	2.03	1.44	1.65
69. Administer trail agreements or contracts.	2.45	1.91	2.33
70. Develop manuals, handbooks, guidelines, or procedures.	2.41	1.82	2.50
71. Establish, review, or track budgets and expenditures.	2.87	2.21	2.72
72. Maintain agency or organization contacts, records, and databases.	2.42	1.91	2.55
73. Review development proposals for potential impacts on trails and trail corridors.	2.39	1.69	2.30
74. Write or manage grants and accounting records for projects.	2.33	1.74	2.40
75. Research and/or use a variety of funding sources.	2.23	1.76	2.17
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	2.44	1.70	2.36
77. Manage budgets or funding that includes activities to support partnerships or agencies.	2.74	1.85	2.44
Grand Total	2.29	1.74	2.28
Blue Box = Importance greater 2.00 Pink Box = Skill less 2.41			

Scenic Trails - Sorted by Task Number			
Average of Answer	Type		
Master Skill	Importance	Percent Time	Your Skill Level
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	2.64	2.12	2.67
02. Construct new trails using basic techniques.	2.26	1.95	2.64
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	2.33	2.21	2.64
04. Use chainsaws according to agency policy.	2.17	1.73	2.43
05. Use heavy, motorized equipment to build or maintain trails.	1.33	1.24	1.58
06. Mark trails or place signs.	2.40	1.80	2.90
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	2.16	1.70	2.18
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	2.46	1.88	2.31
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	1.97	1.60	2.00
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	2.28	1.73	2.23
11. Lead or manage crews in trail work.	2.54	2.15	2.82
12. Supervise contracts or contractors.	2.44	1.98	2.41
13. Perform cost analysis or develop budgets for trail design or construction.	2.70	2.00	2.33
15. Use or apply GIS or other mapping technology to trails work.	2.45	1.78	2.03
16. Use facilitation skills to lead meetings or resolve disputes.	2.82	2.40	2.63
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	2.65	2.00	2.37
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	2.22	1.75	2.32
19. Use interpretation or presentation skills to deliver programs to reach diverse audiences.	2.39	1.95	2.50
20. Market the trail according to its purpose and goals.	2.62	1.95	2.36
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	2.11	1.45	2.11
22. Plan or conduct annual events or festivals as education or marketing tools.	2.33	1.74	2.31
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	1.81	1.20	1.57
24. Develop policy or guidelines for events, commercial services, or permits.	2.22	1.59	2.00
25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	2.22	1.68	2.54
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	2.54	1.82	2.33
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	1.92	1.31	1.92
28. Monitor rights of way or conservation easements for compliance.	2.39	1.64	2.28
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	2.28	1.67	2.19
30. Respond to trail user, landowner, or other complaints.	2.78	2.08	2.84
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	2.03	1.55	2.43
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	2.11	1.45	2.00
33. Develop historic contexts or resource studies for trails.	1.86	1.33	1.80
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	2.40	1.68	2.26

35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	2.57	2.18	2.59
36. Work collaboratively with agency or organizations to develop or amend trail plans.	2.92	2.31	2.76
37. Develop a trail protection plan for non-federal segments.	2.46	1.62	2.20
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	2.89	2.10	2.62
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	1.94	1.46	1.89
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	2.03	1.41	1.83
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	2.14	1.50	1.89
42. Research or document trail history in archives, publications, or oral sources.	1.94	1.37	1.97
43. Conduct visual resource management assessments for proposed land use projects.	2.69	1.62	2.14
44. Develop or communicate best management practices to protect trail resources.	2.75	1.92	2.36
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	2.84	1.74	2.08
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	2.14	1.36	1.97
47. Integrate trail management and administration with other resource programs.	2.69	2.15	2.65
48. Work with users, public, communities, trail organizations, agencies, or tribes with interest in trails.	3.43	2.97	3.00
49. Develop or oversee cooperative agreements or memorandum of understanding with partners, organizations, or agencies.	3.20	2.16	2.69
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	2.76	1.86	2.64
51. Collaborate with private land owners within and outside the trail corridor.	2.86	1.76	2.37
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	3.00	2.21	2.67
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	2.89	2.16	2.67
54. Recruit or orient new members or staff.	2.87	2.03	2.66
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	2.78	1.97	2.62
56. Recognize members, staff, or volunteer contributions.	2.92	2.05	2.73
57. Conduct committee meetings of a trail organization.	2.46	1.68	2.71
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	2.34	1.70	2.47
59. Effectively participate in trail organization or agency meetings and events.	3.26	2.44	3.09
60. Inform trail users on the purpose, benefits, rules, fees, or operations of trails and trail corridor.	2.72	2.08	2.91
61. Raise funds to benefit the trail or organization.	2.24	1.49	2.03
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	2.82	2.14	2.78
63 Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	2.88	2.00	2.70
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	3.09	2.14	2.62
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	2.88	2.03	2.47

66. Analyze proposed legislation that would affect trails and related lands.	2.61	1.64	2.24
67. Develop trails policy or implementation strategies.	2.97	1.97	2.50
68. Analyze the economic or social impacts of trails on local communities or regional settings.	2.28	1.47	1.97
69. Administer trail agreements or contracts.	2.75	1.97	2.58
70. Develop manuals, handbooks, guidelines, or procedures.	2.53	1.72	2.50
71. Establish, review, or track budgets and expenditures.	3.09	2.23	2.64
72. Maintain agency or organization contacts, records, and databases.	2.90	2.11	2.73
73. Review development proposals for potential impacts on trails and trail corridors.	2.86	2.00	2.51
74. Write or manage grants and accounting records for projects.	2.75	1.89	2.48
75. Research and/or use a variety of funding sources.	2.81	1.78	2.34
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	2.73	1.86	2.55
77. Manage budgets or funding that includes activities to support partnerships or agencies.	2.78	1.92	2.53
Grand Total	2.52	1.85	2.40
Blue Box = Importance greater 2.00 Pink Box = Skill less 2.41			

State Agency - Sorted by Task Number			
Average of Answer	Type		
Master Skill	Importance	Percent Time	Your Skill Level
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	1.46	1.48	2.00
02. Construct new trails using basic techniques.	1.50	1.64	2.18
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	1.18	1.32	1.95
04. Use chainsaws according to agency policy.	1.10	1.12	1.64
05. Use heavy, motorized equipment to build or maintain trails.	1.14	1.12	1.27
06. Mark trails or place signs.	1.76	1.42	2.19
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	1.62	1.50	1.90
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	1.57	1.54	1.95
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	1.67	1.58	1.86
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	1.77	1.56	1.91
11. Lead or manage crews in trail work.	1.43	1.25	1.95
12. Supervise contracts or contractors.	2.32	2.28	2.55
13. Perform cost analysis or develop budgets for trail design or construction.	2.03	1.76	2.33
15. Use or apply GIS or other mapping technology to trails work.	1.76	1.58	1.81
16. Use facilitation skills to lead meetings or resolve disputes.	2.24	2.45	3.14
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	2.14	2.24	2.68
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	1.67	1.43	2.05
19. Use interpretation or presentation skills to deliver programs to reach diverse audiences.	1.86	1.91	2.64
20. Market the trail according to its purpose and goals.	2.00	1.59	2.10
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	1.90	1.50	1.95
22. Plan or conduct annual events or festivals as education or marketing tools.	1.67	1.68	2.33
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	1.47	1.33	1.60
24. Develop policy or guidelines for events, commercial services, or permits.	1.82	1.63	2.33
25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	1.44	1.37	1.94
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	1.56	1.37	1.82
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	1.22	1.12	1.29
28. Monitor rights of way or conservation easements for compliance.	1.82	1.44	1.83
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	1.67	1.42	1.72
30. Respond to trail user, landowner, or other complaints.	1.88	1.89	2.28
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	2.00	1.68	2.50
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	1.65	1.47	1.94
33. Develop historic contexts or resource studies for trails.	1.83	1.61	2.00
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	1.94	1.63	2.06

35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	1.72	1.68	1.94
36. Work collaboratively with agency or organizations to develop or amend trail plans.	2.11	2.16	2.50
37. Develop a trail protection plan for non-federal segments.	1.89	1.58	2.06
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	2.28	1.94	2.33
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	1.78	1.74	2.06
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	1.67	1.22	1.89
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	1.56	1.26	1.56
42. Research or document trail history in archives, publications, or oral sources.	1.67	1.42	2.06
43. Conduct visual resource management assessments for proposed land use projects.	1.94	1.63	2.17
44. Develop or communicate best management practices to protect trail resources.	2.28	2.00	2.44
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	1.83	1.47	2.06
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	1.39	1.06	1.39
47. Integrate trail management and administration with other resource programs.	2.11	1.79	2.28
48. Work with users, public, communities, trail organizations, agencies, or tribes with interest in trails.	2.74	2.90	3.11
49. Develop or oversee cooperative agreements or memorandum of understanding with partners, organizations, or agencies.	2.58	2.25	2.74
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	2.33	2.25	2.89
51. Collaborate with private land owners within and outside the trail corridor.	1.83	1.35	2.28
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	2.28	1.95	2.61
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	2.35	2.00	2.61
54. Recruit or orient new members or staff.	1.78	1.40	2.50
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	2.00	1.60	2.28
56. Recognize members, staff, or volunteer contributions.	1.89	1.50	2.50
57. Conduct committee meetings of a trail organization.	2.28	1.89	2.89
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	2.00	1.75	2.61
59. Effectively participate in trail organization or agency meetings and events.	2.37	2.35	3.11
60. Inform trail users on the purpose, benefits, rules, fees, or operations of trails and trail corridor.	1.94	1.63	2.50
61. Raise funds to benefit the trail or organization.	1.28	1.15	1.83
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	2.21	2.15	2.47
63. Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	2.21	2.00	2.68
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	2.21	2.30	2.75
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	2.11	1.85	2.37

66. Analyze proposed legislation that would affect trails and related lands.	2.21	2.11	2.50
67. Develop trails policy or implementation strategies.	2.00	1.90	2.53
68. Analyze the economic or social impacts of trails on local communities or regional settings.	1.61	1.45	1.83
69. Administer trail agreements or contracts.	2.37	2.75	3.11
70. Develop manuals, handbooks, guidelines, or procedures.	2.00	2.10	2.83
71. Establish, review, or track budgets and expenditures.	2.39	2.75	3.16
72. Maintain agency or organization contacts, records, and databases.	2.37	2.65	3.15
73. Review development proposals for potential impacts on trails and trail corridors.	2.00	2.00	2.74
74. Write or manage grants and accounting records for projects.	2.11	2.60	2.95
75. Research and/or use a variety of funding sources.	2.00	2.10	2.79
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	2.05	1.90	2.58
77. Manage budgets or funding that includes activities to support partnerships or agencies.	2.00	2.16	2.79
Grand Total	1.89	1.75	2.29
Blue Box = Importance greater 2.00 Pink Box = Skill less 2.41			

US Fish & Wildlife Service - Sorted by Task Number			
Average of Answer	Type		
Master Skill	Importance	Percent Time	Your Skill Level
01. Perform trail maintenance for drainage and surface repair, vegetation clearing, hazard reduction, etc.	1.33	1.40	2.11
02. Construct new trails using basic techniques.	1.22	1.33	1.89
03. Use digging tools, shaping tools, cross-cut saws, or other hand tools.	1.22	1.33	2.22
04. Use chainsaws according to agency policy.	1.11	1.33	2.22
05. Use heavy, motorized equipment to build or maintain trails.	1.11	1.11	1.89
06. Mark trails or place signs.	1.56	1.33	2.38
07. Construct trailheads, parking lots, kiosks, camping areas, sanitary facilities, bridges, rockwork, or other complex structures.	1.33	1.44	1.89
08. Assess soils, geology, slope, and resources to identify appropriate route, grade, and surface.	1.00	1.00	1.56
09. Use universal design guidelines (accessibility) to design, construct, or retrofit trails and facilities.	1.44	1.33	1.78
10. Use surveying equipment or GPS systems to lay out, measure, or inventory trails or trail resources.	1.56	1.44	1.89
11. Lead or manage crews in trail work.	1.11	1.22	2.11
12. Supervise contracts or contractors.	1.67	1.44	2.11
13. Perform cost analysis or develop budgets for trail design or construction.	2.06	1.72	2.00
15. Use or apply GIS or other mapping technology to trails work.	1.56	1.33	1.11
16. Use facilitation skills to lead meetings or resolve disputes.	1.86	2.00	2.50
17. Develop or distribute information, brochures, maps, or reports using printed, web, or other media.	1.50	1.75	2.13
18. Develop programs on or off the trail to interpret its natural, cultural, or historical resources.	1.29	1.83	2.57
19. Use interpretation or presentation skills to deliver programs to reach diverse audiences.	1.50	2.13	2.75
20. Market the trail according to its purpose and goals.	1.14	1.00	1.57
21. Develop consistent interpretive strategies across local, state, or federal boundaries.	1.25	1.25	1.63
22. Plan or conduct annual events or festivals as education or marketing tools.	1.25	1.50	2.00
23. Use cell phone, ipod or other new media techniques to deliver interpretive messages or advisories.	1.00	1.00	1.38
24. Develop policy or guidelines for events, commercial services, or permits.	1.50	1.50	2.38
25. Develop or distribute information on trail conditions, permit requirements, or trip planning.	1.38	1.50	2.00
26. Monitor visitor or other land uses to determine impacts on natural, historic, or cultural resources.	1.88	1.75	2.50
27. Develop coordinated search, rescue, or public safety plans with local law enforcement agencies.	1.38	1.25	2.00
28. Monitor rights of way or conservation easements for compliance.	1.63	1.38	1.88
29. Develop or conduct stewardship education programs, including "Leave No Trace" or "Tread Lightly!"	1.63	1.50	2.25
30. Respond to trail user, landowner, or other complaints.	1.50	1.25	2.38
31. Provide input to the evaluation and study process for proposed national scenic and historic trails.	1.75	1.38	2.00
32. Determine the expectations of trail users and their potential impacts through surveys or use studies.	1.38	1.13	1.75
33. Develop historic contexts or resource studies for trails.	1.25	1.13	1.25
34. Analyze natural resources, cultural resources, or visitor needs to develop trail systems or project plans.	1.25	1.25	1.75

35. Manage trails for a variety of uses and visitor experiences while meeting trail objectives.	1.38	1.38	2.13
36. Work collaboratively with agency or organizations to develop or amend trail plans.	2.13	1.50	2.00
37. Develop a trail protection plan for non-federal segments.	1.00	1.00	1.13
38. Participate in the land use planning process at the local, state, or regional levels to ensure national trails are considered.	2.00	1.63	2.13
39. Consider factors such as driving tours, scenic byways, or other tourism programs when planning for trails.	1.75	1.38	2.13
40. Inventory, monitor, or evaluate historic trails, cultural properties, artifacts, traditions, or heritage features.	1.75	1.75	2.25
41. Inventory, monitor, or evaluate plant and animal populations, natural features, or other natural resources.	1.75	1.75	2.75
42. Research or document trail history in archives, publications, or oral sources.	1.38	1.13	1.88
43. Conduct visual resource management assessments for proposed land use projects.	1.75	1.38	1.88
44. Develop or communicate best management practices to protect trail resources.	1.88	1.63	2.38
45. Acquire land or easements for trail protection, collaborating with other agencies or organizations.	1.13	1.13	1.63
46. Conduct vegetative treatments, including fire management, to restore natural ecosystems.	1.88	1.75	2.50
47. Integrate trail management and administration with other resource programs.	1.88	1.75	2.38
48. Work with users, public, communities, trail organizations, agencies, or tribes with interest in trails.	2.00	1.88	2.50
49. Develop or oversee cooperative agreements or memorandum of understanding with partners, organizations, or agencies.	2.13	2.13	2.50
50. Develop reports and presentations for funders, elected officials, communities, agencies, or organizations.	1.50	1.50	2.38
51. Collaborate with private land owners within and outside the trail corridor.	1.25	1.25	2.50
52. Work with agency partners or organizations to address use conflicts on a local, regional, or national scale.	2.13	1.63	2.50
53. Integrate agency or partnering organizations' capabilities or activities to support trails.	2.13	1.75	2.50
54. Recruit or orient new members or staff.	1.63	1.75	2.75
55. Develop or conduct training for staff or members on planning, design, construction, maintenance, or resource stewardship.	1.25	1.50	2.38
56. Recognize members, staff, or volunteer contributions.	1.50	2.00	2.63
57. Conduct committee meetings of a trail organization.	1.25	1.25	2.38
58. Serve on the board of directors of a trail organization or as an agency lead or advisor to organizations.	1.38	1.13	2.25
59. Effectively participate in trail organization or agency meetings and events.	1.88	1.75	2.75
60. Inform trail users on the purpose, benefits, rules, fees, or operations of trails and trail corridor.	1.25	1.38	2.50
61. Raise funds to benefit the trail or organization.	1.38	1.50	2.25
62. Provide assistance to agencies or organizations for trails planning, design, operations, or maintenance.	1.50	1.50	2.00
63 Provide general input to agencies or organizations on budget development, land use planning, or trail planning.	1.75	1.63	2.38
64. Understand or apply NEPA, Historic Preservation Act, and related legislation, regulations, or policy to trails management.	1.75	1.63	2.38
65. Understand or apply the National Trails System Act and related legislation, agency regulations, or policy to trails management.	1.88	1.50	2.00

66. Analyze proposed legislation that would affect trails and related lands.	1.50	1.63	2.00
67. Develop trails policy or implementation strategies.	1.63	1.25	1.75
68. Analyze the economic or social impacts of trails on local communities or regional settings.	1.75	1.25	1.25
69. Administer trail agreements or contracts.	1.50	1.38	2.00
70. Develop manuals, handbooks, guidelines, or procedures.	1.38	1.25	1.88
71. Establish, review, or track budgets and expenditures.	1.75	1.75	2.63
72. Maintain agency or organization contacts, records, and databases.	1.75	2.00	3.13
73. Review development proposals for potential impacts on trails and trail corridors.	1.38	1.38	2.00
74. Write or manage grants and accounting records for projects.	1.50	1.50	2.25
75. Research and/or use a variety of funding sources.	1.50	1.75	2.50
76. Assist partners in developing proposals for cost share or other alternative funding techniques.	1.50	1.50	2.38
77. Manage budgets or funding that includes activities to support partnerships or agencies.	1.50	1.75	2.38
Grand Total	1.54	1.48	2.13
Blue Box = Importance greater 2.00 Pink Box = Skill less 2.41			