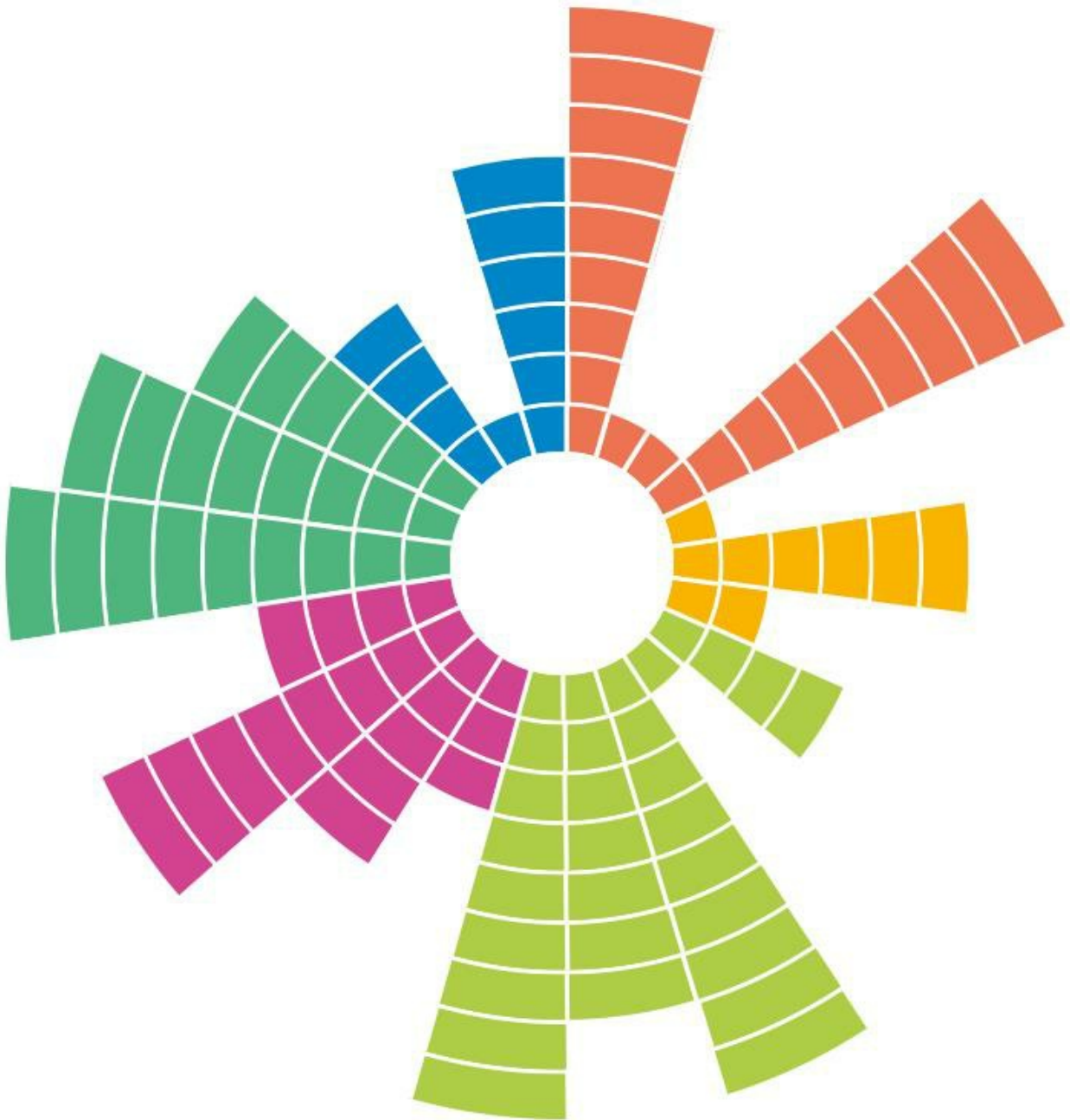


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Tess Williams



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Competency potential overview

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# Competency potential overview

Very talented ●●●●● Talented ●●●●○ Moderately talented ●●●○○ Less talented ●○○○○ Inverse ●

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Cooperation	●●●●●	9	Sociability & contact	9	Helpfulness	9		
Stress Management	●●●●●	9	Stress management & pressure	9				
Decisiveness	●●●●●	8.5	Independent thinking & acting	8	Decision making	9		
Forming Judgment	●●●●●	8.5	Independent thinking & acting	8	Decision making	9		
Independence	●●●●●	8.5	Independent thinking & acting	8	Need for support ●	1		
Customer Orientation	●●●●●	8.33	Sociability & contact	9	Social empathy	7	Helpfulness	9
Coaching	●●●●●	8	Social empathy	7	Helpfulness	9		
Developing Employees	●●●●●	8	Social empathy	7	Helpfulness	9		
Networking	●●●●●	8	Sociability & contact	9	Social empathy	7		
Courage	●●●●●	7.66	Independent thinking & acting	8	Self-esteem	9	Conformity ●	4
Creativity	●●●●●	7.66	Order & structure ●	1	Independent thinking & acting	8	Conformity ●	4
Adaptability	●●●●●	7.5	Order & structure ●	1	Variety	6		
Listening	●●●●●	7	Social empathy	7				
Sensitivity	●●●●●	7	Social empathy	7				
Vision	●●●●●	7	Independent thinking & acting	8	Variety	6		
Assertiveness	●●●●●	6.66	Sociability & contact	9	Dominance	3	Self-assertion	8
Leadership of Groups	●●●●●	6.66	Sociability & contact	9	Energy & action	5	Responsibility & leadership	6
Organization Sensitivity	●●●●●	6.5	Sociability & contact	9	Conformity	4		
Accountability	●●●●○	6.33	Self-esteem	9	Conformity	4	Responsibility & leadership	6
Flexible Behavior	●●●●○	6.33	Order & structure ●	1	Conformity ●	4	Purposiveness	4
Innovative Power	●●●●○	6.33	Independent thinking & acting	8	Energy & action	5	Pragmatism	6

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Conflict Management	●●●○	6	Sociability & contact	9	Social empathy	7	Self-assertion	8
Social Awareness	●●●○	6	Variety	6				
Commercial Power	●●●○	5.5	Ambition & challenges	2	Sociability & contact	9		
Business Orientation	●●●○	5	Ambition & challenges	2	Independent thinking & acting	8	Energy & action	5
Presenting	●●●○	5	Extraversion	1	Self-esteem	9		
Sociability	●●●○	5	Extraversion	1	Sociability & contact	9		
Negotiating	●●●○	4.66	Social empathy	7	Dominance	3	Purposiveness	4
Energy	●●●○	4.5	Persistence	4	Energy & action	5		
Managing	●●○○	4.33	Dominance	3	Responsibility & leadership	6	Purposiveness	4
Perseverance	●●○○	4	Persistence	4				
Result-Orientedness	●●○○	4	Ambition & challenges	2	Pragmatism	6	Purposiveness	4
Ambition	●●○○	3.66	Ambition & challenges	2	Persistence	4	Energy & action	5
Initiative	●●○○	3.5	Ambition & challenges	2	Energy & action	5		
Need to Achieve	●●○○	3.5	Ambition & challenges	2	Energy & action	5		
Focus on Quality	●●○○	3	Order & structure	1	Variety	6	Conformity	4
Learning Ability	●●○○	3	Ambition & challenges	2	Persistence	4		
Persuasiveness	●●○○	3	Extraversion	1	Dominance	3	Energy & action	5
Conduct	●○○○	2.5	Conformity	4	Need for status	1		
Controlling Progress	●○○○	2.5	Order & structure	1	Purposiveness	4		
Delegating	●○○○	2.5	Helpfulness	9	Responsibility & leadership	6		
Discipline	●○○○	2.5	Order & structure	1	Conformity	4		
Identification With Management	●○○○	2.5	Respect	1	Conformity	4		
Planning and Organizing	●○○○	2.5	Order & structure	1	Purposiveness	4		
Attention To Detail	●○○○	1	Order & structure	1				