

Anton Philips



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# Competency potential overview

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

Competency	Learnability		Drive 1		Drive 2		Drive 3
Attention To Detail	●●●●●	9	Order & structure	9			
Delegating	●●●●●	7	Helpfulness ●	5	Responsibility & leadership ●	1	
Discipline	●●●●●	9	Order & structure	9	Conformity	9	
Listening	●●●●●	7	Social empathy	7			
Identification With Management	●●●●●	9	Respect	9	Conformity	9	
Conduct	●●●●●	8.5	Conformity	9	Need for status	8	
Planning and Organizing	●●●●●	7.5	Order & structure	9	Purposiveness	6	
Sensitivity	●●●●●	7	Social empathy	7			
Controlling Progress	●●●●●	7.5	Order & structure	9	Purposiveness	6	
Focus on Quality	●●●●●	8.33	Order & structure	9	Variety ●	3	Conformity 9
Coaching	●●●●○	6	Social empathy	7	Helpfulness	5	
Customer Orientation	●●●●○	4.66	Sociability & contact	2	Social empathy	7	Helpfulness 5
Learning Ability	●●●●○	4.5	Ambition & challenges	3	Persistence	6	
Developing Employees	●●●●○	6	Social empathy	7	Helpfulness	5	
Organization Sensitivity	●●●●○	5.5	Sociability & contact	2	Conformity	9	
Perseverance	●●●●○	6	Persistence	6			
Networking	●●●●○	4.5	Sociability & contact	2	Social empathy	7	
Negotiating	●●●●○	4.66	Social empathy	7	Dominance	1	Purposiveness 6
Ambition	●●○○○	3.33	Ambition & challenges	3	Persistence	6	Energy & action 1
Decisiveness	●●○○○	3.5	Independent thinking & acting	4	Decision making	3	
Energy	●●○○○	3.5	Persistence	6	Energy & action	1	
Social Awareness	●●○○○	3	Variety	3			
Forming Judgment	●●○○○	3.5	Independent thinking & acting	4	Decision making	3	
Cooperation	●●○○○	3.5	Sociability & contact	2	Helpfulness	5	

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Vision	●●○○	3.5	Independent thinking & acting	4	Variety	3		
Assertiveness	●●○○	3.66	Sociability & contact	2	Dominance	1	Confrontation	8
Conflict Management	●●○○	3.66	Sociability & contact	2	Social empathy	7	Confrontation	8
Result-Orientedness	●●○○	3.66	Ambition & challenges	3	Pragmatism	2	Purposiveness	6
Accountability	●●○○	4	Self-esteem	2	Conformity	9	Responsibility & leadership	1
Adaptability	●○○○	2	Order & structure	9	Variety	3		
Creativity	●○○○	2	Order & structure	9	Independent thinking & acting	4	Conformity	9
Courage	●○○○	2.33	Independent thinking & acting	4	Self-esteem	2	Conformity	9
Flexible Behavior	●○○○	2.66	Order & structure	9	Conformity	9	Purposiveness	6
Initiative	●○○○	2	Ambition & challenges	3	Energy & action	1		
Managing	●○○○	2.66	Dominance	1	Responsibility & leadership	1	Purposiveness	6
Independence	●○○○	2.5	Independent thinking & acting	4	Need for support	9		
Business Orientation	●○○○	2.66	Ambition & challenges	3	Independent thinking & acting	4	Energy & action	1
Persuasiveness	●○○○	1.33	Extraversion	2	Dominance	1	Energy & action	1
Presenting	●○○○	2	Extraversion	2	Self-esteem	2		
Need to Achieve	●○○○	2	Ambition & challenges	3	Energy & action	1		
Sociability	●○○○	2	Extraversion	2	Sociability & contact	2		
Stress Management	●○○○	2	Stress management & pressure	2				
Leadership of Groups	●○○○	1.33	Sociability & contact	2	Energy & action	1	Responsibility & leadership	1
Innovative Power	●○○○	2.33	Independent thinking & acting	4	Energy & action	1	Pragmatism	2
Commercial Power	●○○○	2.5	Ambition & challenges	3	Sociability & contact	2		

# Conclusion