4D Competence Model

Questionnaire

Which of the following statements describes you best?
Below, you find several sets of four statements each. Please quote **each statement** within a set with one of the following scores according to which statement applies best to you:

1: Applicable
2: Good description
3: Better description
4: Best description

1. a. You actively prepare for emerging customer needs. ----
   b. You inspiringly communicate visions to convince others. ----
   c. You clearly and soberly see the feasibility of goals. ----
   d. You apply systematic thinking to generate solutions. ----

2. a. You inspire others with enthusiasm in both positive and negative circumstances. ----
   b. You are conscious of the needs and concerns of others. ----
   c. You use reason, even when dealing with emotional topics. ----
   d. You are comfortable working in unsettled or rapidly changing circumstances. ----

3. a. You easily concentrate on routine work details. ----
   b. You find new opportunities for development; change focus as demand changes. ----
   c. You determine the urgency of projects and effectively decide on what to do first. ----
   d. You see and understand your own norms and values and the relativity of them. ----

4. a. You contribute to building a friendly and safe working environment. ----
   b. You identify key people and establish contact with them. ----
   c. You easily perform a wide variety of tasks and effectively manage transitions from task to task. ----
   d. You efficiently plan and coordinate tasks, delegate people and you set up detailed action plans. ----

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