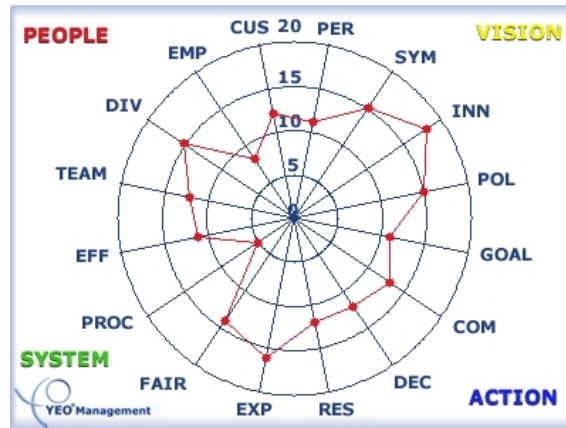


4D Competence Model



Test done by: James Simpson
about: James Simpson

PEOPLE	THE DIPLOMATS						Total
	Customer Focus	1	2	3	3	3	12
	Empathy	3	1	1	2	1	8
	Respecting Diversity	4	3	2	3	3	15
	Team Spirit	4	2	2	1	3	12
							47
VISION	THE NETWORK BUILDERS						Total
	Persuasion	4	3	1	2	1	11
	Sympathy	1	4	3	4	3	15
	Innovation	3	4	3	4	4	18
	Politics	3	4	3	4	1	15
							59
ACTION	THE CHANGE MANAGERS						Total
	Goal setting	3	1	4	1	2	11
	Competitive	2	2	2	3	4	13
	Decisive	2	2	4	2	2	12
	Results Driven	1	1	4	2	4	12
							48
SYSTEM	THE PRAGMATIST						Total
	Gain Expertise	2	4	2	4	4	16
	Fairness	4	3	4	1	2	14
	Procedure Oriented	1	1	1	1	1	5
	Efficient	2	3	1	3	2	11
							46

4D Competence Model



You are very good in:

People whose main focus is on themselves, but who need other people to reach their goals. They tend to communicate with the purpose of persuading others (persuasion), they demonstrate a sympathetic and likable attitude (sympathy). They achieve change by adapting and changing processes and methods to new situations (innovation). Networks are built around people with influence that are able to help reaching the set goals (politics).

You are good in:

People whose main focus is on tasks, tend to communicate with others in ORDER to reach goals (goal setting), they demonstrate a very competitive attitude (competitive) towards others. They achieve change by making decisions in an action-driven way. Networks are built in ORDER to get results quickly and reach goals.

Try to work on:

People whose main focus is oriented to other people tend to communicate with the purpose of understanding others (customer focus), demonstrate an attitude of being empathic towards others (empathy), achieve change by understanding and adapting themselves to others (respecting diversity), and built their network around people they like.

Needs the most improvement:

People whose main focus is on tasks, processes and systems tend to communicate with the purpose of finding facts (gain expertise), they demonstrate an attitude based on rules (fairness) towards others. They achieve change by following in detail all the necessary procedures. Networks are built to get things done.

4D Competence Model



You Are good at:

Innovation

Opportunity Finder: The candidate is able to find new opportunities for development of the product or the market; changes focus quickly as demand changes.

Challenger: The candidate challenges conventional methods and constantly comes up with new ideas and he/she is able to innovate when the usual methods don't work.

Adapting Methods: The candidate is able to adapt the usual methods so they can be used in a new environment or situations.

Continuous Learning (content): The candidate stays informed about changes and trends in the market.

Sets Self-Development Goals (skills): The candidate learns new skills and methods, constantly refines his/her knowledge and identifies own areas of opportunity.

Gain Expertise

Systematic Problem Solving: The candidate is able to apply systematic thinking to generate solutions.

Attention to Detail: The candidate is able to be alert in high-risk environments; ensures accuracy in documentation and data; tests new methods thoroughly.

Analytical Thinking: The candidate can divide difficult tasks in more docile problems and persists in his/her analysis until all relevant information is revealed.

Research (creativity): The candidate is able to find new solution for different situation through detailed research and can come up with new methods and inventions.

Patience: The candidate is able to keep his/her patience and tries again and again until he/she has disentangled complex problems and has found the solutions.

Respecting Diversity

Understanding: The candidate is able to understand that own norms, values and behavior are culturally and/or educationally determined and acknowledges the relativity of them.

Accepting: The candidate accepts that other people have other values and norms and act or express themselves in a different way.

Learning: The candidate wants to learn about differences in ORDER to be able to adapt.

Adapting: The candidate wants and is able to adapt to people with different educational and cultural backgrounds.

Reconciling: The candidate is able to reconcile different behavior and ways of expressing.

Sympathy

Enthusiasm: The candidate is able to inspire others with enthusiasm about certain visions or causes in positive as well as in negative circumstances.

Empowering: The candidate communicates his/her vision in a very powerful way.

Energizing: The candidate is able to energize and motivate people in ORDER to reach goals.

Value: The candidate communicates the high value of his/her vision, project or cause.

Positive Attitude: The candidate exhibits a very positive attitude towards people and tasks.

4D Competence Model



Points that need your attention:

Procedure Oriented

Routine: The candidate concentrates on routine work details.

Quality: The candidate establishes high standards and measures and grooms his/her work INTO detail.

Preciseness: The candidate makes almost no mistakes during the work and can deliver a perfect work after a final check.

Process: The candidate focuses on the whole process rather than on isolated events.

Procedures: The candidate follows standard procedures in crisis situations.

Empathy

Recognize: The candidate recognizes concerns and needs people have in certain situations.

Feel: The candidate is able to imagine how people feel in certain situations and tries to help them.

Giving Positive Feedback: The candidate gives well-earned, positive feedback to others.

Tact: The candidate handles problems and communicates in an honest and tactful way.

Integrity: The candidate maintains confidence and communicates in an integer way.

Persuasion

Verbal Skills: The candidate is able to communicate visions and opinions in an inspiring way to convince others about his/her cause or way of working.

Presentation Skills: The candidate is able to adapt presentations to suit a certain audience.

Handling Objections: The candidate is able to handle objections and confront negative attitudes successfully.

Negotiation Skills: The candidate is able to negotiate with different parties, earn trust and succeeds in making win-win deals for all parties.

Assertiveness: The candidate shows self-esteem and is confident about the relevance and attainability of his/her visions and causes and can communicate this effectively towards others.

Goal setting

Sense of Reality: The candidate has a clear and sober view on the attainability of the set goals.

Use of Common Sense: The candidate uses his/her common sense and doesn't falter around details.

Flexibility: The candidate is able to remain open-minded and can change his/her opinions and goals on the basis of new information that could influence reaching the set goals.

Initiative: The candidate can transform leads into productive business outcomes.

Prioritizing: The candidate is able to determine project or goal urgency in a meaningful and practical way.