



TALENT RESERVE

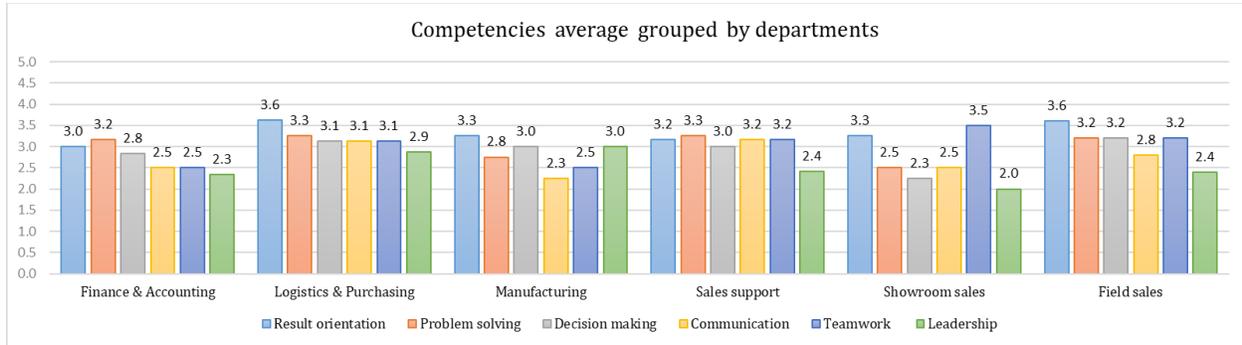
ABSTRACT FROMT REPORT ON COMPTENCIES AND POTENTIAL MAPPING



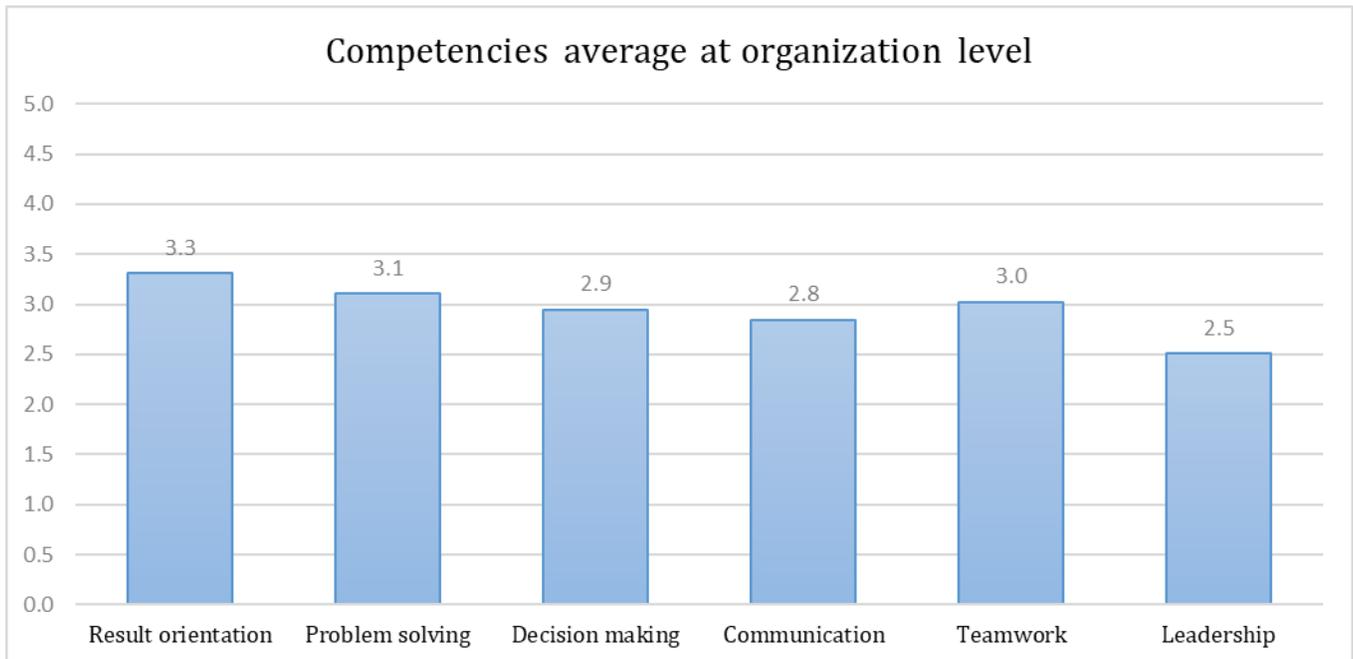
TALENT RESERVE

Abstract with visual examples from reports on Competencies and Potential Mapping

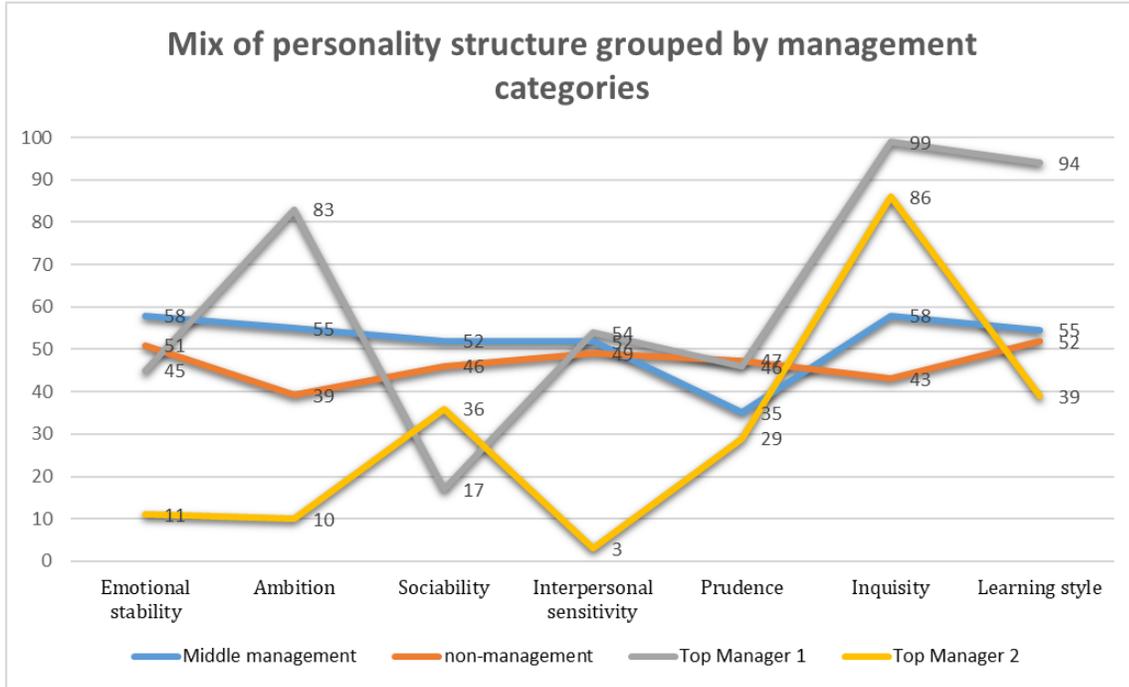
An image on the structure and distribution of competencies among a company's departments.



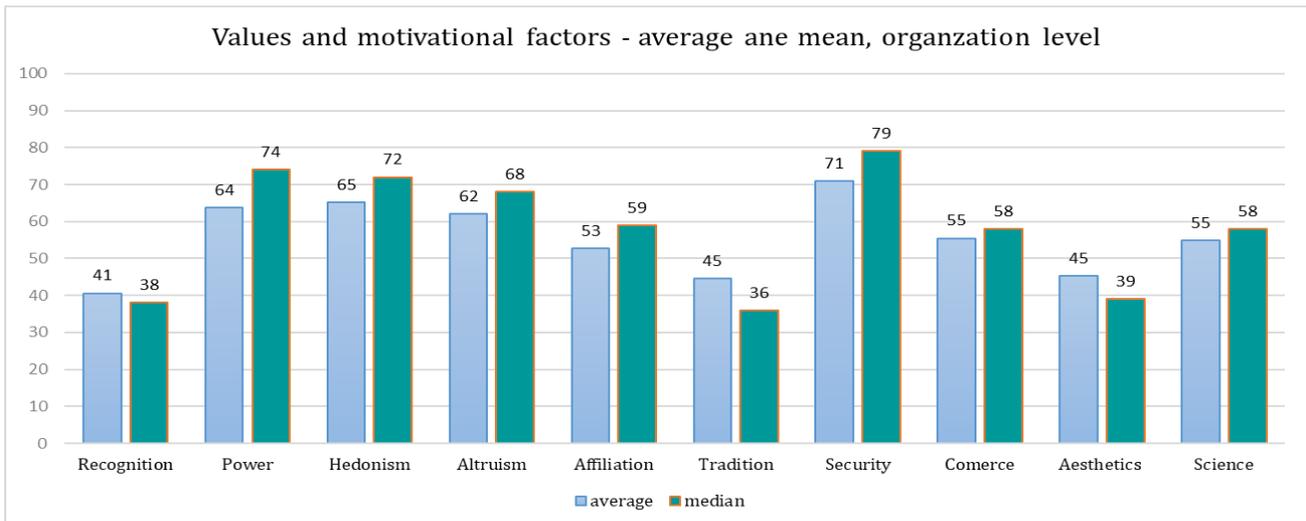
Each graphic in our report is accompanied by explanatory text and we also show nominally the employees with the most marked characteristics and competencies, as well as individual needs for development.



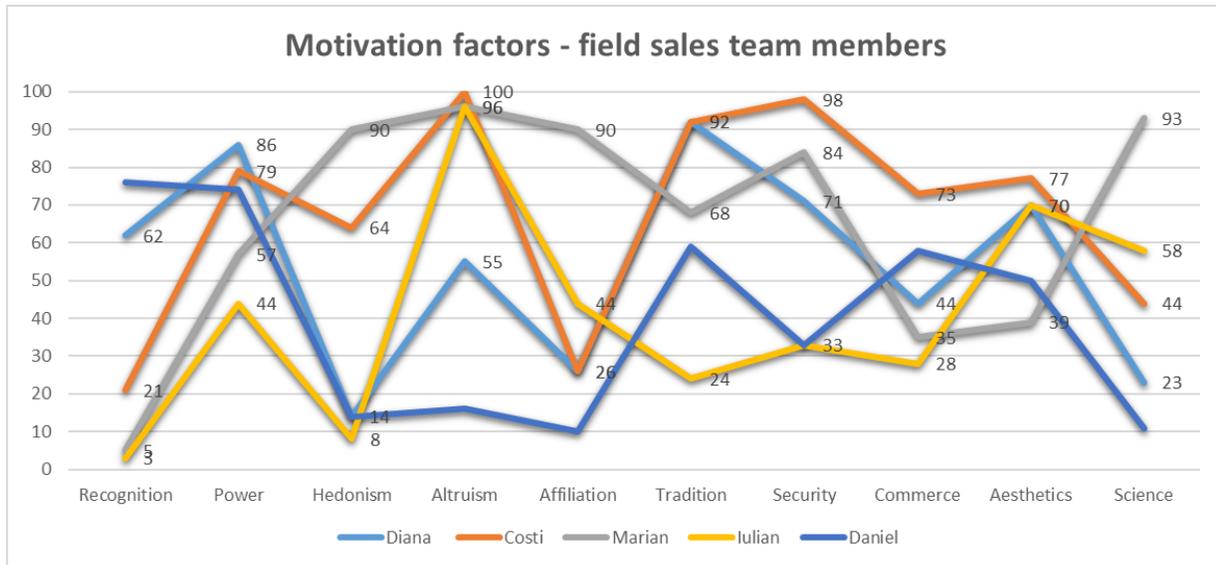
Abstract with visual examples from reports on Competencies and Potential Mapping



From the personality structures of the individual (which are in much more depth depicted by the tests) there have been derived the soft competencies and potential for leadership, decision making, communication patterns, adaptability, teamwork, pressure handling etc etc
 In the same time by grouping the personality factors there can be disclosed strengths at company and team / department levels, there can be acknowledged communication and conflict patterns as well as the strengths and weaknesses. This clarity is essential in implementing a correct intervention for the further development of employees and teams.



Abstract with visual examples from reports on Competencies and Potential Mapping



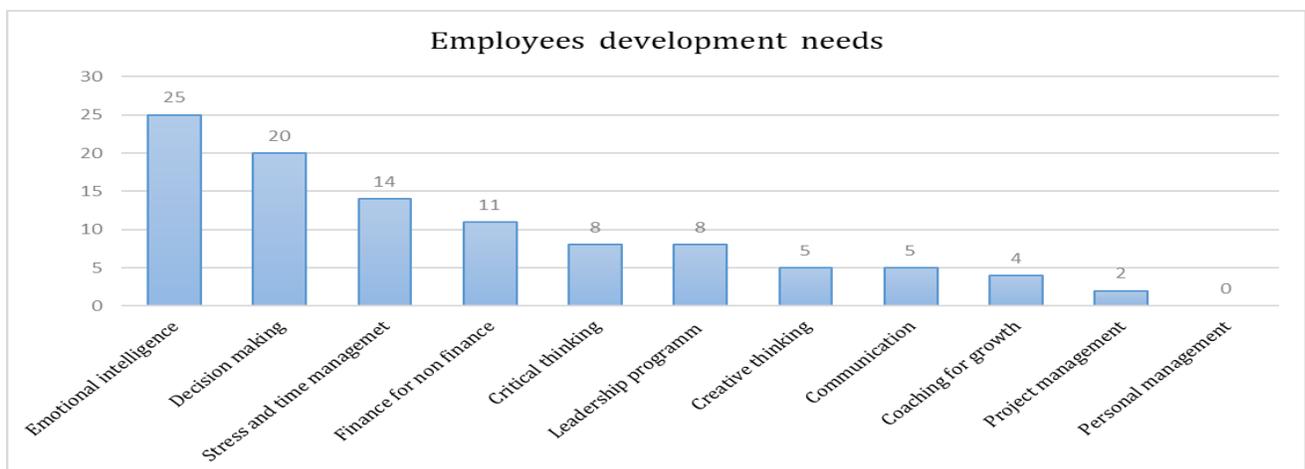
The graphic above contains extremely much valuable information in a compressed form for managers, which is detailed in report with what these figures mean.

We can notice what appears to be important personally for each team member in the field sales team where the mapping was done. The team manager needs to know which are the sensitive points of his members which in turn helps him to find the right way to communicate and motivate each one appropriately, not with *one measure fits all* approach.

For instance, it is essential for the manager to understand that Costi, Marian and Iulian are not very impressed and desiring to be formally appreciated. This is extracted from the Recognition scale data.

Marian and Costi are more motivated to participate in activities and projects where they have the opportunity to make the world a better place. What this means exactly – is to be discovered through focused communication and these data to be then used in motivating these 2 people. The desire to make the world better is indicated by high scores on Altruism scale.

So, the data from such a graphic can be constructively used to build a functional and harmonic team, to create the spirit of belonging and engagement.



Abstract with visual examples from reports on Competencies and Potential Mapping

Abstract from the list of competencies considered important by management for company's employees.

Competence	Definition	Behaviors	Personality factors involved
Result orientation	Ability to efficiently use the resources in order to get the targeted results	<ul style="list-style-type: none"> Shows perseverance and focus in order to achieve the goals Positive attitude when encountering challenges Looks for innovative ways and solutions Planning and organizing actions Respects the deadlines 	<ul style="list-style-type: none"> Ambition(M-H) Power Prudence Adjustment
Problem solving	Proposes adequate solutions to solve the difficult / new situations	<ul style="list-style-type: none"> Identifies and understands the problems Analyses the situations from multiple perspectives Proposes solutions Thinks of / considers back-up plans 	<ul style="list-style-type: none"> Adjustment Prudence Learning approach Mischievous(low)
Leadership	Builds teams, offers feedback and resources to team members for achieving the goals and developing performance	<ul style="list-style-type: none"> Clarifies the roles and tasks for each member Knows the strengths and development needs for each team member Encourage each member to act autonomously Sets and communicates the goals and performance standards Takes the responsibility for his/ her decisions and actions Disuses the performance and behaviour issues with members in a constructive manner 	<ul style="list-style-type: none"> Adjustment Ambition Prudence Power Science Interp sensitivity Bold : average Diligent: low

Table for competencies levels definitions

Level	Significance
1	The competence is very weakly represented through existing behavior, mostly non characteristic to person behavior patterns, and a continuous intervention and effort is needed for acknowledging and developing new behaviors that are more associated with the competence
2	The competence is weakly represented in person's current behavior and there exist risk to negatively impact the behavior associated with the competence.
3	The competence is moderately reflected in the person's behavior patterns, in a mix with positive and risk factors to manifest the desired behavior.
4	The competence is strongly represented in person's behavior patterns. Sometimes some adjustments may be necessary. In general, it is expected that the person is able to constantly demonstrate the expected behavior.
5	A very high level of showing the most appropriate behavior and exceeding the normal expectations due to a mix of personality traits or to trained patterns to act.