

Competencies Report

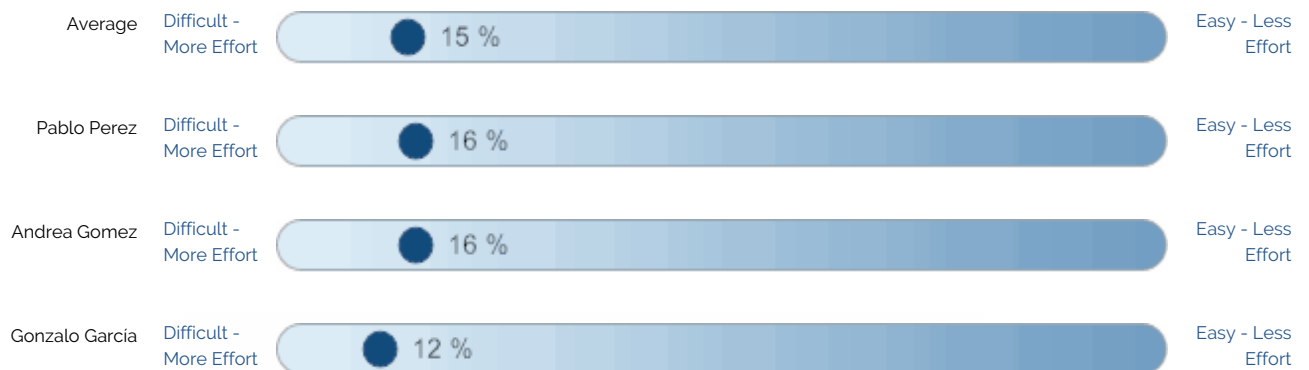
Natural Behavior

This Report is a product of PDA International. PDA International is the leading provider of applied behavioral assessments for the selection, management and development of talent.

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Big-Picture View of the Business

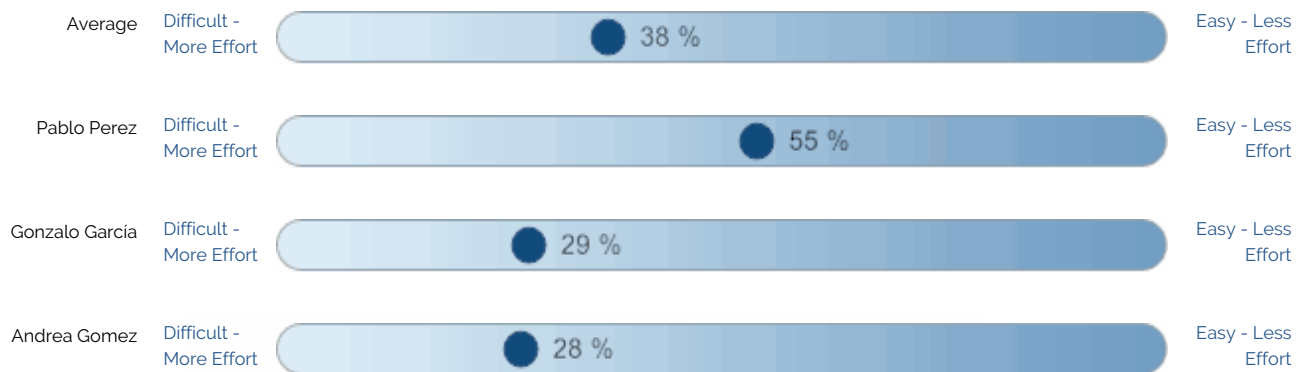
The ability to identify business opportunities and the processes that add value to the business, with a genuine orientation toward financial results. It implies having the skill to assess the impact that different options, policies and procedures can have on the business and being able to identify key issues in complex situations.



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Communication

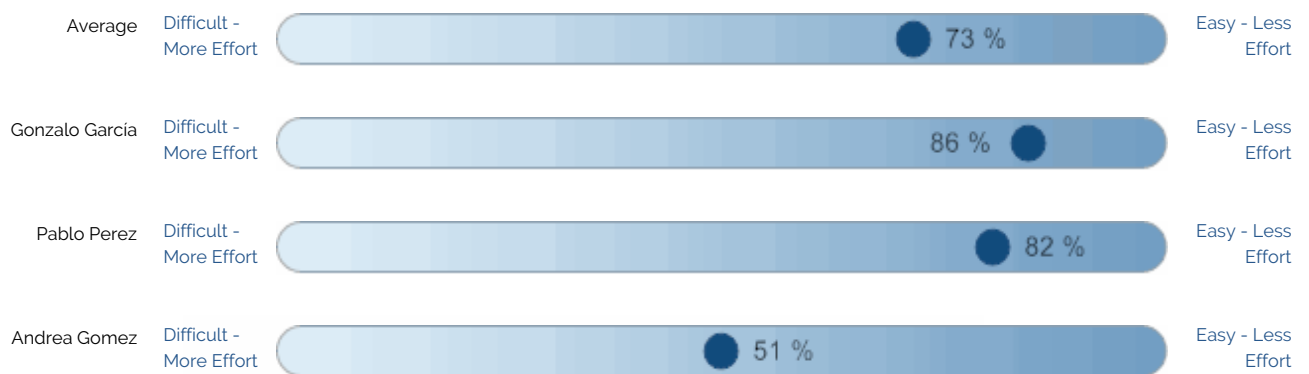
The capacity to generate and share assertive, timely and two-way communication, adapting verbal and non-verbal language for different audiences, in order to attain established objectives.



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Flexibility

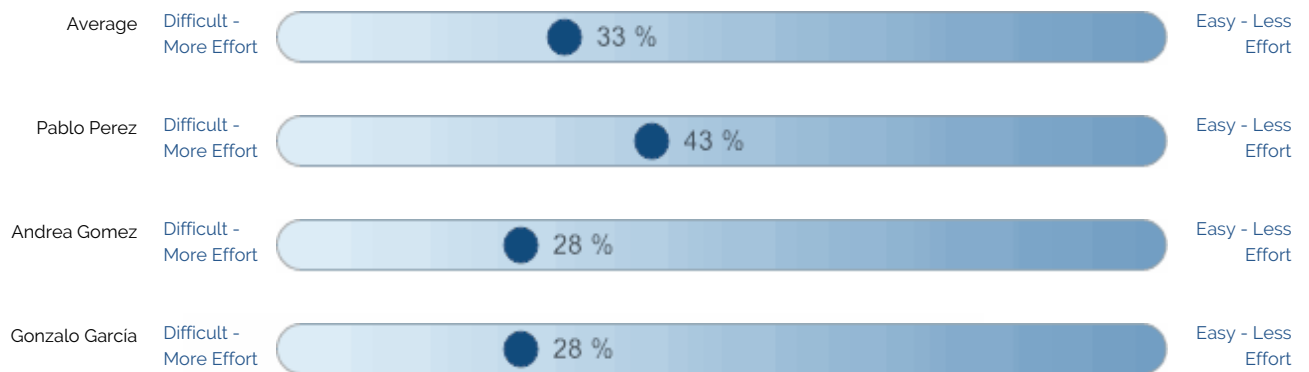
The capacity to adapt and work effectively with diverse groups in different situations. The person who has this competency will be able to understand and value different positions or opposing points of view, will adapt his/her own focus as demanded by changing situations and will promote changes imposed by the organization or the responsibilities of the position.



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Impact and Influence

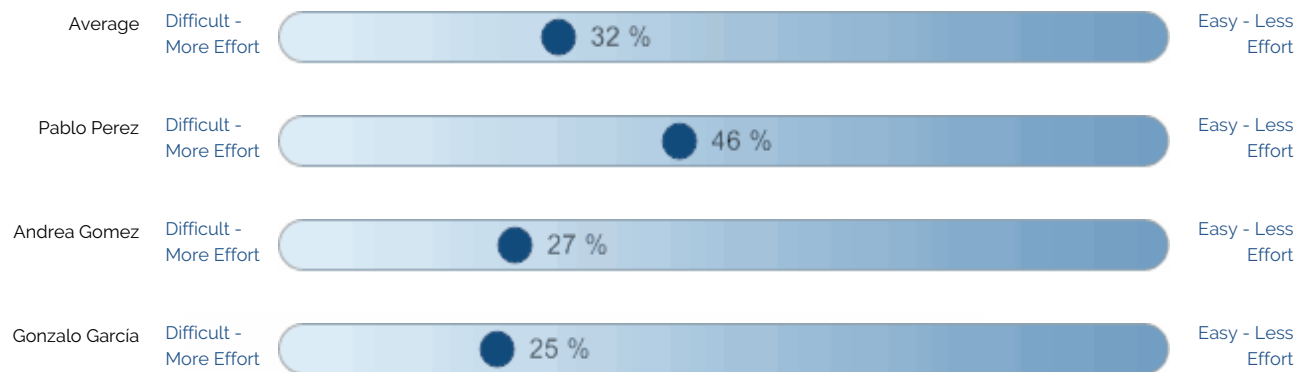
It implies the intent to persuade, convince or influence others in support of one's own plans. It implies the desire to produce a certain impact on people who might affect plans, to create a certain impression on them or ensure that they do things as desired.



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Leadership

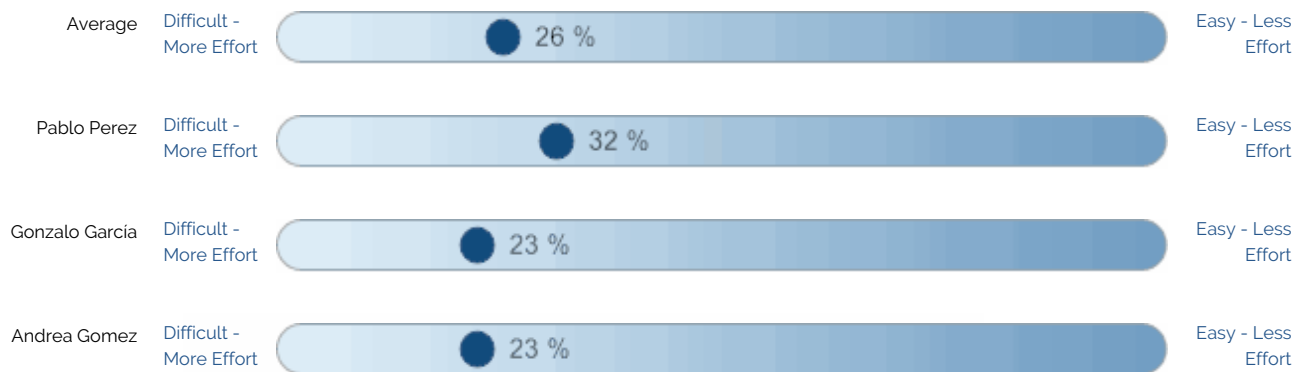
The capacity to lead work groups or teams toward the attainment of common objectives. It implies the ability to lead others.



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Self-Confidence

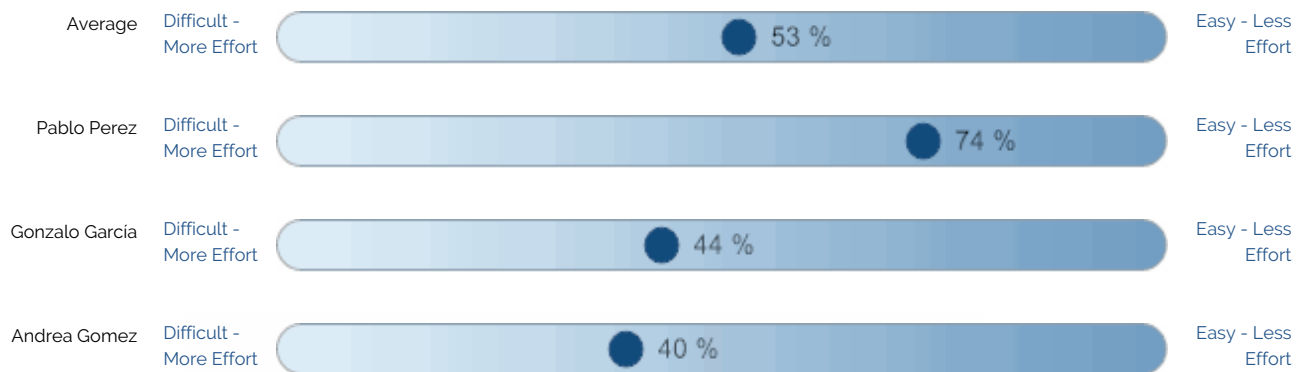
The assurance/knowledge that one is capable of doing a good job, completing the assigned mission with the appropriate focus – for the role and the organization – in order to overcome problems. This includes tackling new and growing challenges with an attitude of confidence in one's own skills, decisions and points of view.



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Self-Control

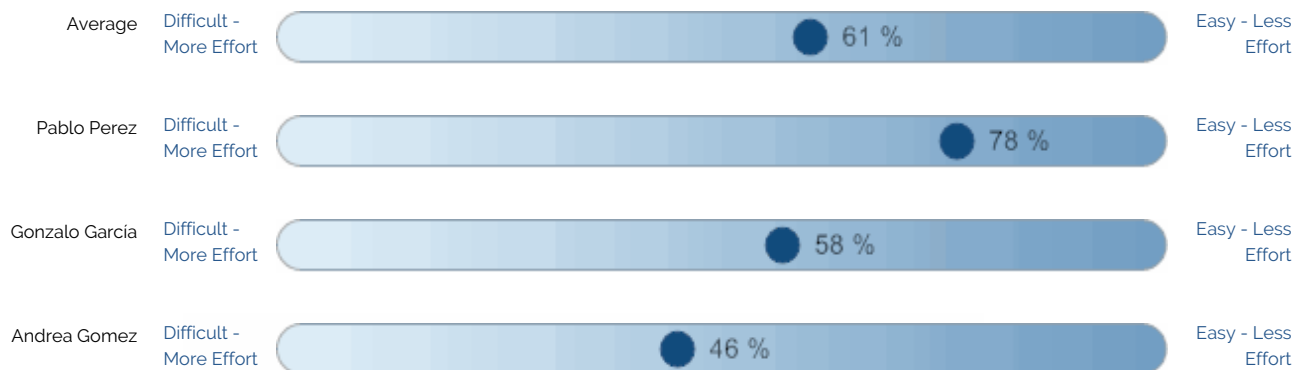
The capacity to stay calm and in control when facing difficult situations in order to achieve personal or organizational objectives. It implies the ability to handle constant stress with energy and motivation.



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Teamwork and Cooperation

It implies working in cooperation with others, being part of a team, working together and having a genuine interest in others, as opposed to working individually or competitively. It is the desire to participate and make others participate in a shared vision. Someone with this competency will be able to assemble high-performance work teams and help others through trust, delegation, participation and coaching.



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