



## MODEL OF POSITIONS

# Identify the talent that best fits each position.

Explore our catalog of positions with defined competencies for different categories.

Agile

Call Center

Administrative Styles

Management Styles

Leadership Styles

Sales Styles

Engineering

IT

Medicine

Mining

Human Resources

Banking

# MODEL OF POSITIONS

# AGILE

01

## AGILE COACH

He is expedient, with an urgent desire to produce quick results. He greatly enjoys variety in his work and is creative in his efforts when proposing changes. Willing to take risks, he will actively seek control and power.

02

## PRODUCT OWNER

He makes decisions without hesitation, based on regularly available information or data. He focuses mainly on the "big picture" and global plans rather than the details.

03

## SCRUM MASTER

He enjoys responsibility and authority. Applies his interpersonal skills and charisma to persuade. He is very independent and wants considerable freedom to achieve his goals. He has no problem taking risks and has a strong sense of urgency.

# MODEL OF POSITIONS

# CALL CENTER

01

## TELEMARKETING OPERATOR

Spends time with others, knows how to listen, and has a high degree of empathy. Can perform routine or detailed work that requires accuracy and precision. Generally adapts easily, being collaborative, patient, and kind.

02

## TELEMARKETING EXECUTIVE

Takes risks to achieve his goals and goes in search of his objectives rather than waiting for them to happen. Motivated by authority, challenges, and freedom to act. He does not focus on minor details but is oriented towards the big picture.

# MODEL OF POSITIONS

## ADMINISTRATIVE STYLES



# MODEL OF POSITIONS

# MANAGEMENT STYLES

01

## CHANGE AGENT

Has a logical and analytical approach to problem-solving. Highly reliable and disciplined, evaluating circumstances systematically and logically.

02

## PLANNER

Solves problems through intensive and thorough analysis. Objective, calm, stable, and persistent in his approach to tasks. Motivated by complex and challenging tasks that require deep analysis.

# MODEL OF POSITIONS

## LEADERSHIP STYLES

01

### ADMINISTRATIVE LEADER

Applies listening and comprehension skills effectively. Has a methodical way of thinking and prefers clear and consistent operating procedures. Approaches problems and decisions cautiously.

02

### TECHNICAL LEADER

Works in an orderly, accurate, precise manner with attention to detail. Has good skills in identifying and diagnosing problems and variations in performance. Tends to collect a lot of detailed data and information.

03

### PROACTIVE LEADER

Enjoys responsibility and authority. Applies his interpersonal skills and charisma to persuade. He is very independent and wants considerable freedom to achieve his goals. He has no problem taking risks and has a strong sense of urgency.

04

### DYNAMIC LEADER

Applies listening and comprehension skills effectively. Has a methodical way of thinking and prefers clear and consistent operating procedures. Approaches problems and decisions cautiously.

05

### COACH LEADER

Works in an orderly, accurate, precise manner with attention to detail. Has good skills in identifying and diagnosing problems and variations in performance. Tends to collect a lot of detailed data and information.

06

### NEGOTIATOR LEADER

Independent in thought and action. Has the ability to communicate and will use his verbal ease, self-confidence, and persuasive skills to mediate between people or conflicting parties.

07

### IMPLEMENTING LEADER

Enjoys challenging tasks and emphasizes using facts and logic to tackle complex challenges. While operating according to norms and procedures, he is independent of others.

# MODEL OF POSITIONS

## SALES STYLES

01

### **CONVINCING COMMERCIAL**

Independent in thought and action. Has the ability to communicate and will use his verbal ease, self-confidence, and persuasive skills to mediate between people or conflicting parties.

02

### **DYNAMIC COMMERCIAL**

Expeditious, with an urgent desire to produce quick results. Enjoys variety in his work and is creative in his efforts to propose changes. Willing to take risks, actively seeks control and power.

03

### **PROACTIVE COMMERCIAL**

Enjoys responsibility and authority. Applies his interpersonal skills and charisma to persuade. He is very independent and wants considerable freedom to achieve his goals. He has no problem taking risks and has a strong sense of urgency.

04

### **TECHNICAL COMMERCIAL**

Works in an orderly, accurate, precise manner with attention to detail. Has good skills in identifying and diagnosing problems and variations in performance. Tends to collect a lot of detailed data and information.

05

### **IMPLEMENTING COMMERCIAL**

Enjoys challenging tasks and emphasizes using facts and logic to tackle complex challenges. While operating according to norms and procedures, he is independent of others.

06

### **CUSTOMER SERVICE COMMERCIAL**

Oriented towards people and enjoys teamwork, with a non-antagonistic diplomatic style. Knows how to listen carefully and feels a lot of empathy. Prefers to dedicate himself to one task at a time and approach situations consistently.

07

### **COMMERCIAL ADVISOR**

Spends time with others, knows how to listen, and has a high degree of empathy. Can perform routine or detailed work that requires accuracy and precision. Generally adapts easily, being collaborative, patient, and kind.

# MODEL OF POSITIONS

# ENGINEERING

01

## PROJECT ENGINEERING

Makes decisions without hesitation, based on regularly available information or data. Focuses mainly on the "big picture" and global plans rather than the details.

02

## PROCESS ENGINEERING

Skilled in logical and analytical thinking. Reflective and introspective, will think matters and problems thoroughly. Prefers doing things rather than delegating to others as he actively seeks control and power in all situations.

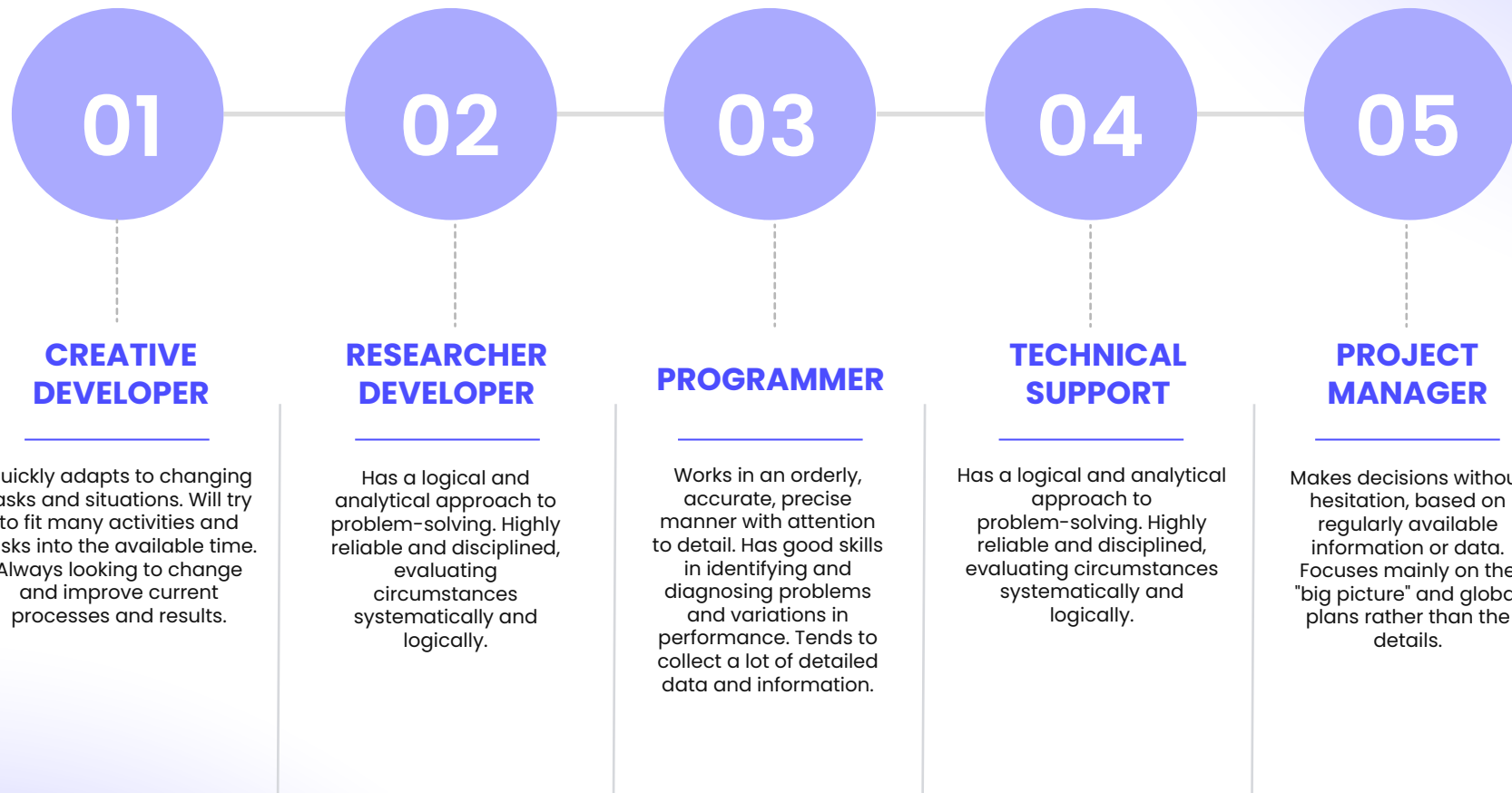
03

## INDUSTRIAL ENGINEERING

Approaches problems and decisions in a reflective and focused manner. Has good listening skills and a lot of empathy. Effective due to his systemic approach and analysis of facts and data.



# MODEL OF POSITIONS IT



# MODEL OF POSITIONS MEDICINE

01

## **MEDICAL SALES REPRESENTATIVE**

Enjoys responsibility and authority. Applies his interpersonal skills and charisma to persuade. He is very independent and wants considerable freedom to achieve his goals. He has no problem taking risks and has a strong sense of urgency.

02

## **SPECIALIST MEDICAL**

Has a logical and analytical approach to problem-solving. Highly reliable and disciplined, evaluating circumstances systematically and logically.

03

## **MEDICAL DIRECTOR/ HEAD OF SERVICE**

Makes decisions without hesitation, based on regularly available information or data. Focuses mainly on the "big picture" and global plans rather than the details.

# MODEL OF POSITIONS

# MINING

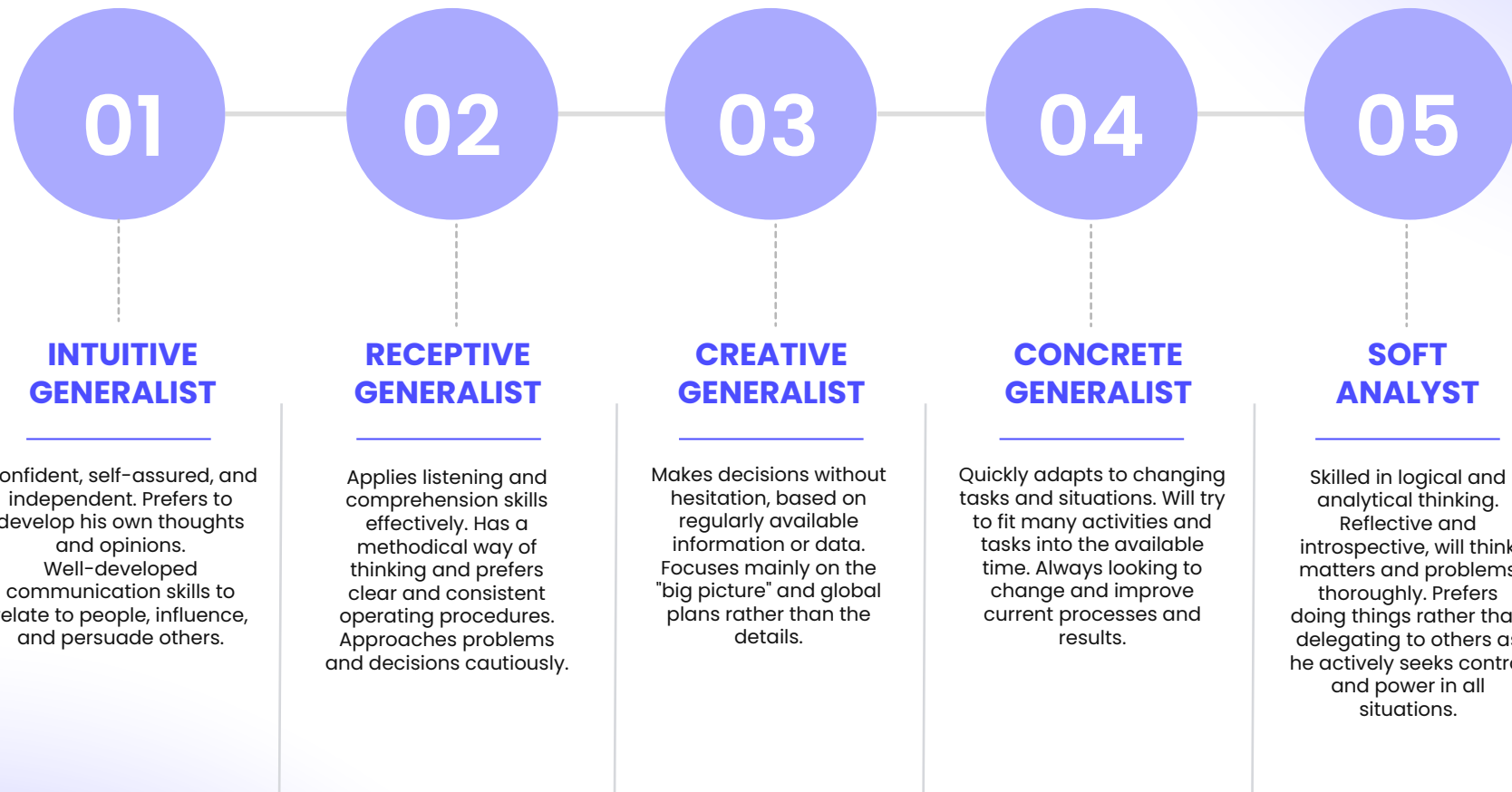
01

## INSPECTOR ENGINEER

Skilled in logical and analytical thinking. Reflective and introspective, will think matters and problems thoroughly. Prefers doing things rather than delegating to others as he actively seeks control and power in all situations.

# MODEL OF POSITIONS

# HUMAN RESOURCES



# MODEL OF POSITIONS

# **BANKING**

01

## **TREASURER/ CASHIER RECEPTIVE**

Effectively applies listening and comprehension skills. Has a methodical way of thinking and prefers clear and consistent operating procedures. Approaches problems and decisions with caution.

02

## **ACCOUNT OFFICER PROACTIVE**

Enjoys responsibility and authority. Applies interpersonal skills and charisma to persuade. Is very independent and wants considerable freedom to achieve his goals. It's not afraid to take risks and have a strong sense of urgency.

03

## **ACCOUNT OFFICER PROACTIVE**

Is expeditious, with an urgent desire to produce quick results. Enjoys variety in his work and is creative in his efforts to propose changes. Willing to take risks, will actively seek control and power.

04

## **ACCOUNT OFFICER PROMOTER**

Is by nature very sociable and friendly, interested in meeting and relating to a wide variety of people, and concerned with making a good impression. Is independent and an active speaker, but will avoid confrontational situations.

# MODEL OF POSITIONS

# **BANKING**

05

## **BRANCH MANAGER CONCRETE**

Makes decisions without hesitation, based on regularly available information or data. Focuses primarily on the "big picture" and overall plans, rather than the details.

06

## **BRANCH MANAGER CONVINCING**

Spends time with others, is a good listener and has a high degree of empathy. Can perform work, whether routine or detailed, that requires accuracy and precision. Generally adaptable, collaborative, patient and friendly.

07

## **BRANCH MANAGER AUDACIOUS**

Takes risks to achieve his goals and goes after his objectives rather than waiting for them to happen. Is motivated by authority, challenge and freedom to act. Will not focus on minute details but is oriented toward the big picture.

08

## **OPERATING SUPERVISOR DYNAMIC**

Is expeditious, with an urgent desire to produce quick results. Enjoys variety in his work and is creative in his efforts to propose changes. Willing to take risks, will actively seek control and power.



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