

## **DEFINITIONS FOR GENERAL/APPLICANT COMPETENCIES**

The General/Applicant Reference Manual focuses on four global dimensions that break down further into 16 specific capacities that are individually measured to determine an individual's talents and abilities in each area. The list below provides a handy reference the definitions of each the capacities measured on this in the General/Applicant version of the Axiometrics™ Reference Manuals.

### ***Dimension 1: WORKING WITH OTHERS***

This dimension measures the ability to see and appreciate the need for interest of others and the ability to deal with others in a concerned about objective manner.

#### **Insight Into Others:**

The ability to see and understand the needs and interests of others, to identify and relate with the need of others.

#### **Attitude Toward Others:**

The ability to be positive, objective, and tolerant in their interactions with others.

#### **Prejudice/Bias Index:**

The degree of prejudice and bias in person's attitudes toward others, indicating to what degree these prejudices can interfere with relationships.

#### **Sensitivity To Others:**

A person's ability to maintain a degree of objectivity a niche and emotional control when relating with others.

### ***Dimension 2: KNOWING WHAT TO DO***

This dimension measures the ability to decide what issues are relevant and need attention, and intuitive, practical, conceptual, analytical perspective.

#### **Common Sense Thinking:**

The ability to use one's practical thinking ability to see and understand what is happening and to make practical decisions.

#### **Attention To Concrete Detail:**

The ability to see and pay attention to concrete detail, recognising flaws in things and situations.

#### **Intuitive Insight:**

The ability to rely on intuitive feelings and "gut" instincts when making decisions about others.

#### **Proactive/Conceptual Thinking:**

The ability to plan ahead for the consequences of actions and decisions rather than reacting to crisis situations as they occur.

### ***Dimension 3: GETTING THINGS DONE***

This dimension measures the ability of an individual to focus energy on tasks follow them to completion dealing with the stresses and strains of his or her world without losing freedom of action.

#### **Results Oriented:**

The ability to pay attention to the achievement of concrete results. Ascertaining results becomes a major factor in pushing oneself to get things done.

#### **Persistence:**

The ability to maintain direction in spite of the obstacles in one's part, to stay on target regardless of circumstances.

#### **Consistency:**

The ability to maintain a sense of order, constancy, and continuity in one's actions, to be reliable in thinking and actions.

#### **Self Confidence:**

The ability to feel confident in one's ability to translate expectations and goals into actions with a sense of personal satisfaction and comfortable competence.

### ***Dimension 4: JOB RELATED ATTITUDES***

This dimension measures an individual's general work ethic attitudes indicating his or her willingness to get things done in an effective and efficient manner.

#### **Doing Things Right:**

The level of insistence that things are done right; i.e. the desire for excellence and perfection.

#### **Willingness To Follow Directions:**

The openness and willingness to accept direction without covertly or overtly challenging issues, regardless of the reason and evidence.

#### **Attitude Toward Authority:**

The degree of attention to and respect for organisational and social resources authority.

#### **Responsibility/Accountability:**

Awareness of, and attention to, the consequences of an individual's decisions and actions as well as their sense of personal obligation to do what is right.