

DEFINITIONS FOR MANAGEMENT/PROFESSIONAL COMPETENCIES

The Management/Professional Competencies focus on six global dimensions that break down further into 35 specific capacities that are individually measured to determine an individual's talents and abilities in each area. The list below provides a handy reference of the definitions of each capacity measured.

Dimension 1: MANAGING 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.

Listening To Others:

The ability to listen to another point of view without imposing personal biases, standards and expectations.

Talking At The Right Time:

The ability to know what to say, how to say it, and when to speak

Dimension 2: MANAGING ACTIVITIES

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

Meeting Established Standards:

The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.

Doing Things Right:

The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.

Attention To Policies And Procedures:

This component measures one's sense of respect for and commitment to organizational policies and procedures.

Meeting Schedules And Deadlines:

The ability to pay attention to and insist on doing things right.

Attitude Toward Authority:

This capacity measures one's willingness to conform to existing sources of authority, order and control.

Attention To Concrete Detail:

The ability to clearly see and pay attention to flaws in things, people and situations.

Dimension 3: MANAGING PROBLEMS

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.

Evaluating What To Do:

The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.

Using Common Sense:

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

Intuitive Insight:

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

Seeing Potential Problems:

The ability to evaluate problems from a variety of perspectives and figure out the problem to work on.

Proactive/Conceptual Thinking:

The ability to plan for consequences of actions and decisions rather than reacting to crises.

Dimension 4: PLANNING AND ORGANISING

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

Realistic Goal Setting:

The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.

Short Range Planning:

The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.

Long Range Planning::

The ability to see long range goals and to design plans and strategies for attaining these goals.

Concrete Organization:

The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.

Conceptual Organization:

The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

Attention To Planning:

The ability to keep one's focus and attention on planning details and activities.

Dimension 5: 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 without losing freedom of action.

Self Confidence:

The ability to develop and maintain inner strength based on the belief that one will succeed.

Goal Directedness:

The ability to be excited about and committed to goals, to marshall energy to push toward attainment of goals.

Results Oriented:

The ability to pay attention to the achievement of results and to decide to what extent attaining results is a major factor pushing one to action.

Ambition:

The ability to set inner ideals which become the standard for achievement and success, a strong sense of expectation and drive pushing one toward excellence.

Persistence:

The ability of an individual to maintain direction in spite of obstacles and to stay on target regardless of circumstances.

Consistency:

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

Dimension 6: MANAGING SELF

This dimension measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organisation.

Self Esteem:

The capacity to see and appreciate one's unique worth and individuality, to see and understand 'Who One Is' apart from one's social/role or ideal self image.

Self Assessment:

The ability to realistically see and understand one's strengths and limitations, to know what one's potential for success as well as one's limitations.

Self Control:

The ability to maintain self composure in difficult situations, to think and act objectively rather than impulsively and emotionally.

Role Satisfaction:

The ability to feel that one's social/role function is both fulfilling and rewarding, that what one is doing has a useful benefit.

Flexibility/Adaptability:

This capacity measures the effect of rigid self views and the imposition of these views on others.

Health/Tension Index

This capacity measures how well an individual can balance and manage anxiety, despair and depressive, attitudes.