

Anton Philips



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# Competency potential overview

Very talented ●●●●● Talented ●●●●○ Moderately talented ●●●○○ Less talented ●○○○○ Inverse ●

Competency	Learnability	Drive 1	Drive 2	Drive 3				
Perseverance	●●●●●	7	Persistence	7				
Identification With Management	●●●●●	6.5	Respect	8	Conformity	5		
Sociability	●●●●●	6.5	Extraversion	8	Sociability & contact	5		
Assertiveness	●●●●○	6.33	Sociability & contact	5	Dominance	5	Confrontation	9
Energy	●●●●○	6	Persistence	7	Energy & action	5		
Persuasiveness	●●●●○	6	Extraversion	8	Dominance	5	Energy & action	5
Presenting	●●●●○	6	Extraversion	8	Self-esteem	4		
Social Awareness	●●●●○	6	Variety	6				
Adaptability	●●●●○	5.5	Order & structure ●	5	Variety	6		
Conduct	●●●●○	5.5	Conformity	5	Need for status	6		
Learning Ability	●●●●○	5.5	Ambition & challenges	4	Persistence	7		
Ambition	●●●●○	5.33	Ambition & challenges	4	Persistence	7	Energy & action	5
Leadership of Groups	●●●●○	5.33	Sociability & contact	5	Energy & action	5	Responsibility & leadership	6
Accountability	●●●●○	5	Self-esteem	4	Conformity	5	Responsibility & leadership	6
Attention To Detail	●●●●○	5	Order & structure	5				
Delegating	●●●●○	5	Helpfulness ●	4	Responsibility & leadership ●	6		
Discipline	●●●●○	5	Order & structure	5	Conformity	5		
Organization Sensitivity	●●●●○	5	Sociability & contact	5	Conformity	5		
Stress Management	●●●●○	5	Stress management & pressure	5				
Focus on Quality	●●●●○	4.66	Order & structure	5	Variety ●	6	Conformity	5
Managing	●●●●○	4.66	Dominance	5	Responsibility & leadership	6	Purposiveness	3
Commercial Power	●●●●○	4.5	Ambition & challenges	4	Sociability & contact	5		
Cooperation	●●●●○	4.5	Sociability & contact	5	Helpfulness	4		

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Initiative	●●●○	4.5	Ambition & challenges	4	Energy & action	5		
Need to Achieve	●●●○	4.5	Ambition & challenges	4	Energy & action	5		
Flexible Behavior	●●○○	4.33	Order & structure ●	5	Conformity ●	5	Purposiveness	3
Controlling Progress	●●○○	4	Order & structure	5	Purposiveness	3		
Decisiveness	●●○○	4	Independent thinking & acting	1	Decision making	7		
Forming Judgment	●●○○	4	Independent thinking & acting	1	Decision making	7		
Planning and Organizing	●●○○	4	Order & structure	5	Purposiveness	3		
Creativity	●●○○	3.66	Order & structure ●	5	Independent thinking & acting	1	Conformity ●	5
Customer Orientation	●●○○	3.66	Sociability & contact	5	Social empathy	2	Helpfulness	4
Networking	●●○○	3.5	Sociability & contact	5	Social empathy	2		
Vision	●●○○	3.5	Independent thinking & acting	1	Variety	6		
Business Orientation	●●○○	3.33	Ambition & challenges	4	Independent thinking & acting	1	Energy & action	5
Courage	●●○○	3.33	Independent thinking & acting	1	Self-esteem	4	Conformity ●	5
Negotiating	●●○○	3.33	Social empathy	2	Dominance	5	Purposiveness	3
Result-Orientedness	●●○○	3.33	Ambition & challenges	4	Pragmatism	3	Purposiveness	3
Coaching	●●○○	3	Social empathy	2	Helpfulness	4		
Developing Employees	●●○○	3	Social empathy	2	Helpfulness	4		
Independence	●●○○	3	Independent thinking & acting	1	Need for support ●	5		
Innovative Power	●●○○	3	Independent thinking & acting	1	Energy & action	5	Pragmatism	3
Conflict Management	●○○○	2.66	Sociability & contact	5	Social empathy	2	Confrontation ●	9
Listening	●○○○	2	Social empathy	2				
Sensitivity	●○○○	2	Social empathy	2				

# Conclusion

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