



**PDA**International

DISCOVERING & EMPOWERING TALENT

## Competencies Report

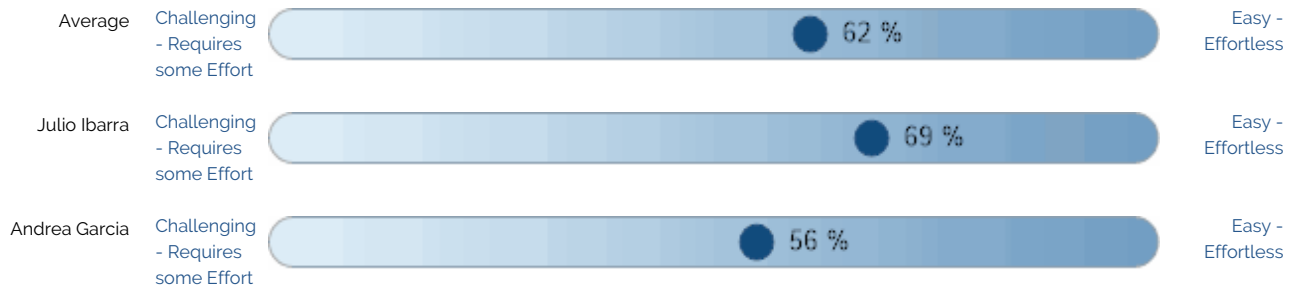
### Natural Behaviour

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

**PDA International ®**  
**Phone +1 (888) 485-4385**  
**[sales@pdainternational.net](mailto:sales@pdainternational.net)**  
**[www.pdainternational.net](http://www.pdainternational.net)**

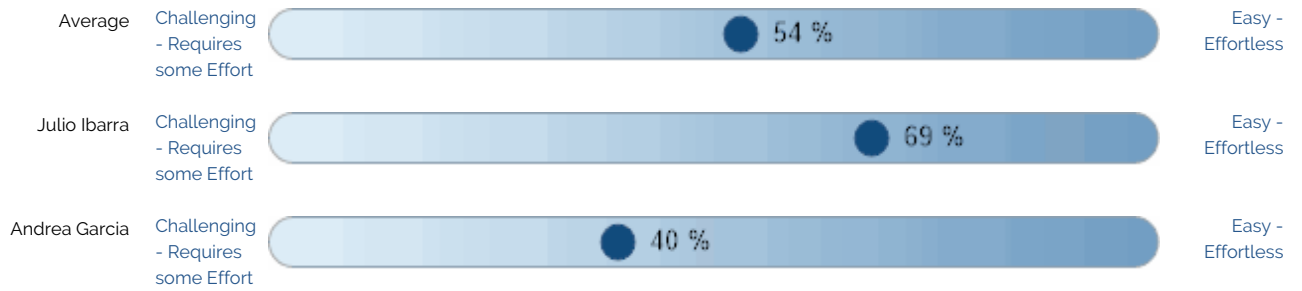
## Big-Picture View of the Business

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.



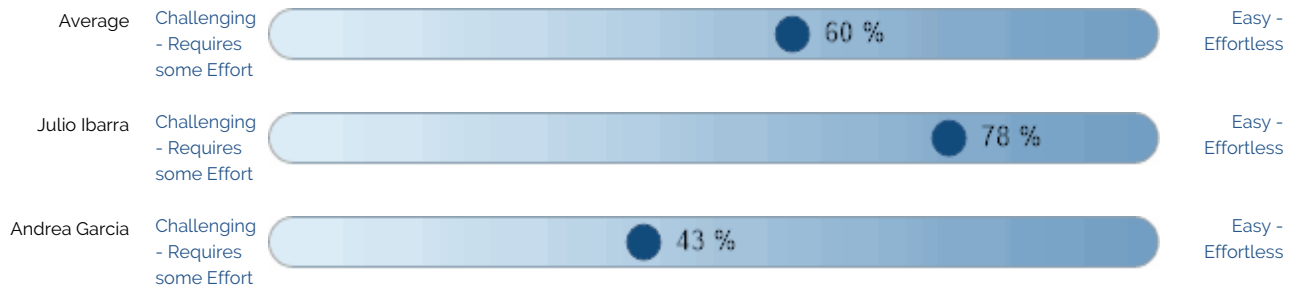
## Business Skills

The capacity to close difficult deals, establish long-term and mutually beneficial alliances and business partnerships. It implies identifying with the other side's interests, knowing how to communicate in a timely manner and identifying common areas to produce win-win agreements. It requires the capacity to control emotions in favour of negotiations.



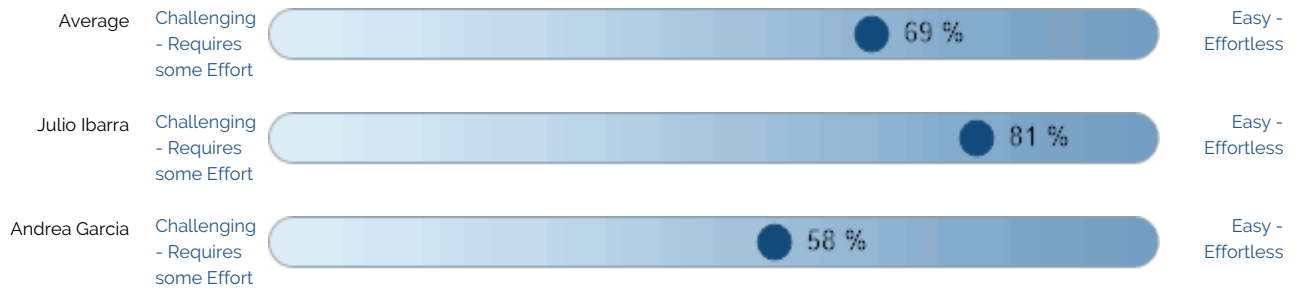
## Communication

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.



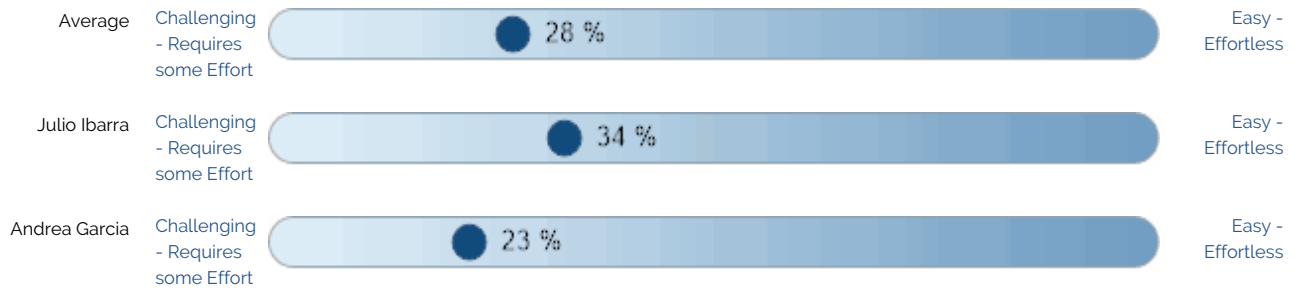
## Customer-Oriented

The ability to understand and manage relationships with internal customers, promoting and maintaining a solid network of customers and associations. It implies the assurance that the organisation/department will honour its business commitments by providing high-quality products and services.



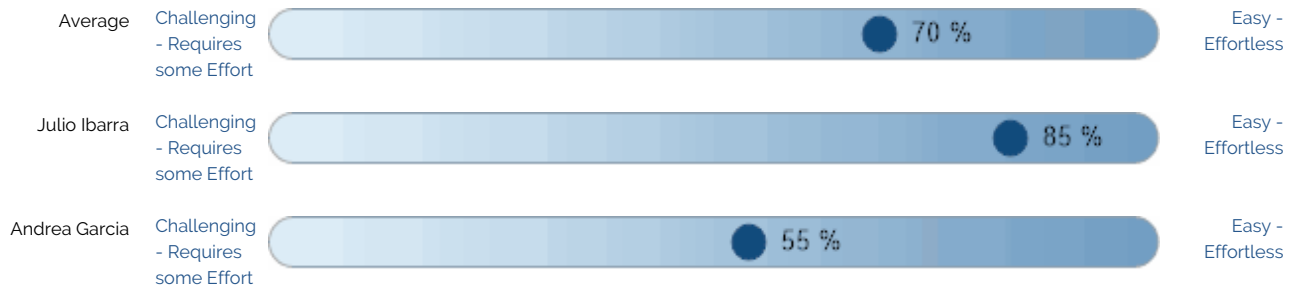
## Developing Others

It implies a genuine effort to support the development, involvement and training of others, backed by an appropriate analysis of their needs with the organizational context in mind. It is not about routinely having people attend training classes or programmes, but rather a systematic effort to develop others according to those needs.



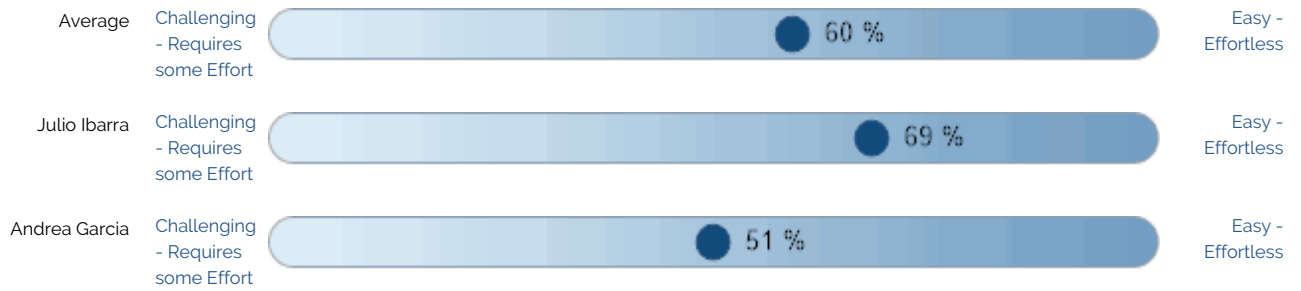
## Impact and Influence

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.



## Self-Confidence

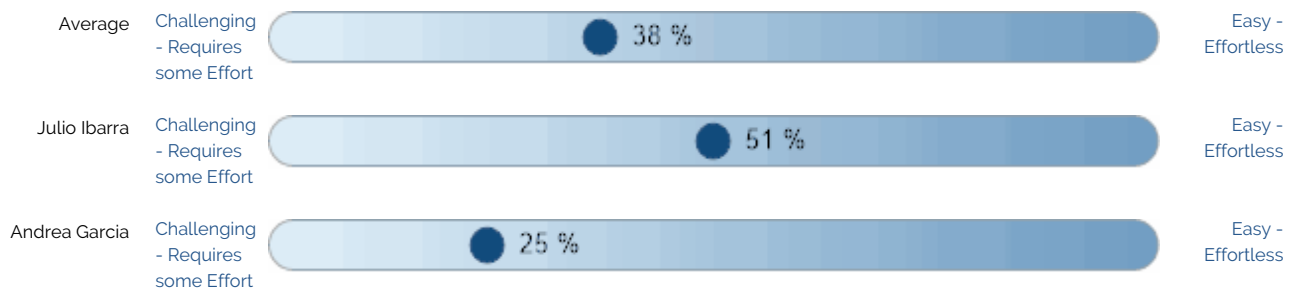
The assurance/knowledge that one is capable of doing a good job, completing the assigned mission with the appropriate focus – for the role and the organisation – in order to overcome problems. This includes tackling new and growing challenges with an attitude of confidence in one's own skills, decisions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





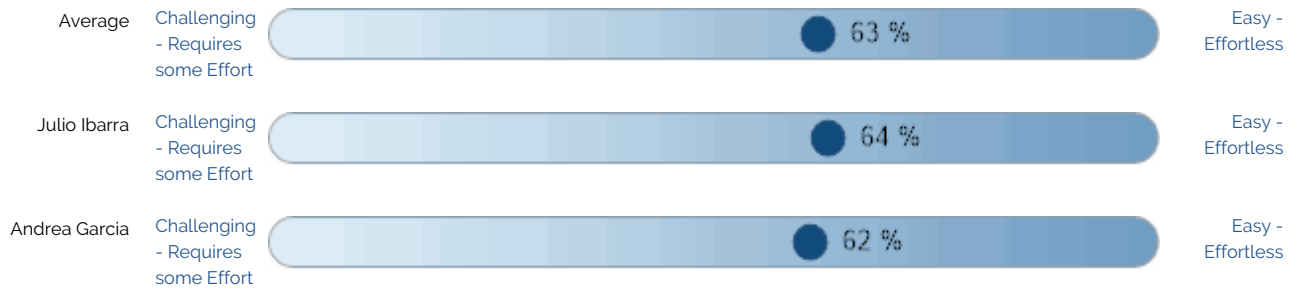
## Self-Control

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



## Strategic Thinking

The ability to identify relationships between situations that are not clearly connected to each other and to build strategies or models; to maintain a big-picture view and identify key issues in complex situations. It includes the use of creative or conceptual reasoning.



## 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.

