

## Assignment in preparation for the webinar Competences

Maybe you already have a good perspective on your own competences. Asking for feedback is also good way to get an inventory how others see you. Therefore, you can ask a number of people, in your personal and professional environment, for feedback. Send them the list of competences on the next page and ask them to choose the five competences which apply on you. The second question is which five competences are not or less applicable for you.

Based on the responses you can now make a list of the five most chosen competences.

Your five competences are:

- 1.
- 2.
- 3.
- 4.
- 5.

Your five less strong competences are:

- 1.
- 2.
- 3.
- 4.
- 5.

Describe for each competence an example when you have used that specific competence.

Energy	Motivating	Adaptability
Integrity	Tactical behaviour	Responding sensitively
Loyalty	Judgement	Presenting
Interviewing	Networking	Vision
Communication skills (verbal)	Communication skills (written)	Group-oriented leadership
Customer-oriented	Acting innovatively	Delegating
Problem analysis	People-driven management	Independence
Results-oriented way of working	Sociability	Listening
Perseverance	Determination	Courage
Situational awareness	Attention to detail	Understanding of the environment
Cooperation	Independent learning	Self-knowledge
Entrepreneurship	Leadership	Ability to learn
Responding flexibly	Financial awareness	Persuasiveness
Stress resistance	Showing initiative	Assertiveness

Discipline	Conceptual thinking	Negotiating
Organisational sensitivity	Confronting	Flexibility
Creative thinking	Planning and organising	Monitoring progress
Critical thinking	Impression	Self-development
Organising	Accuracy	Anticipating
Coaching	Analytical skills	Decisiveness
Ambition	Managing conflict	