

# It's all about competences!



Knowledge



Skills



Personality



Motivation



# Competences

Can you do the job?

Is there a match  
between your  
motivation and  
thrives with those of  
the organization

Do you have self-  
awareness?



# Competences



In recruitment

In performance  
management

In personal development



# The appreciative inquiry; focus on strenghts

Talents

+

Energyboosts

+

Personality



=

Give a flow

+

Stimulates  
development

+

Give self-  
confidence



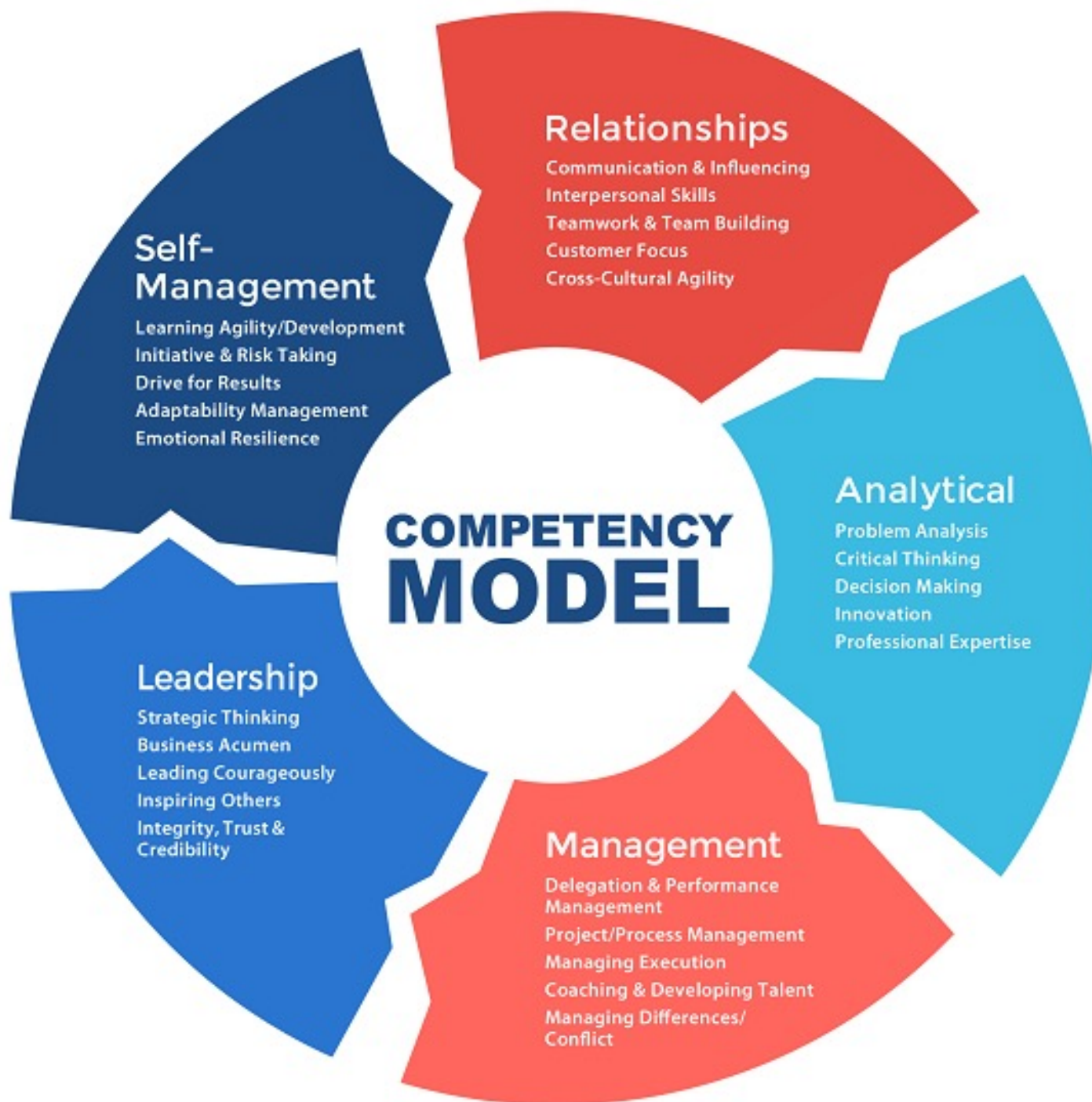


# Example 'Project working'

- **Knowledge:** making a projectplan, projectmethodes like Agile or Lean.
- **Skills:** planning and organization, cooperate with others, comunicative skills.
- **Personal qualities:** assertiveness, drive, flexibility, stress resistant
- **Attitude (norms, values, motivation, thrives);** onesty, persuasive, ability to motivate people, result orientated, humor.

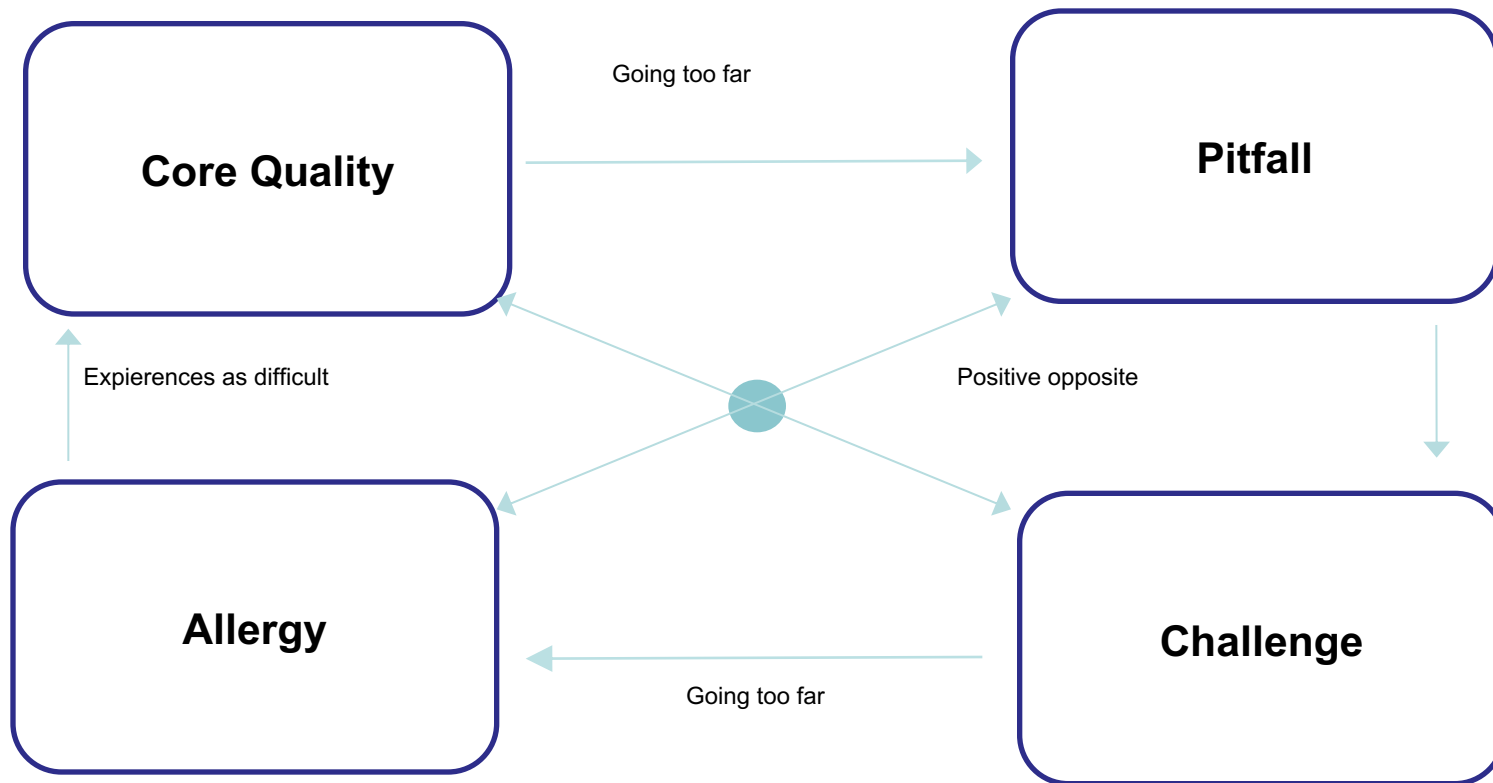






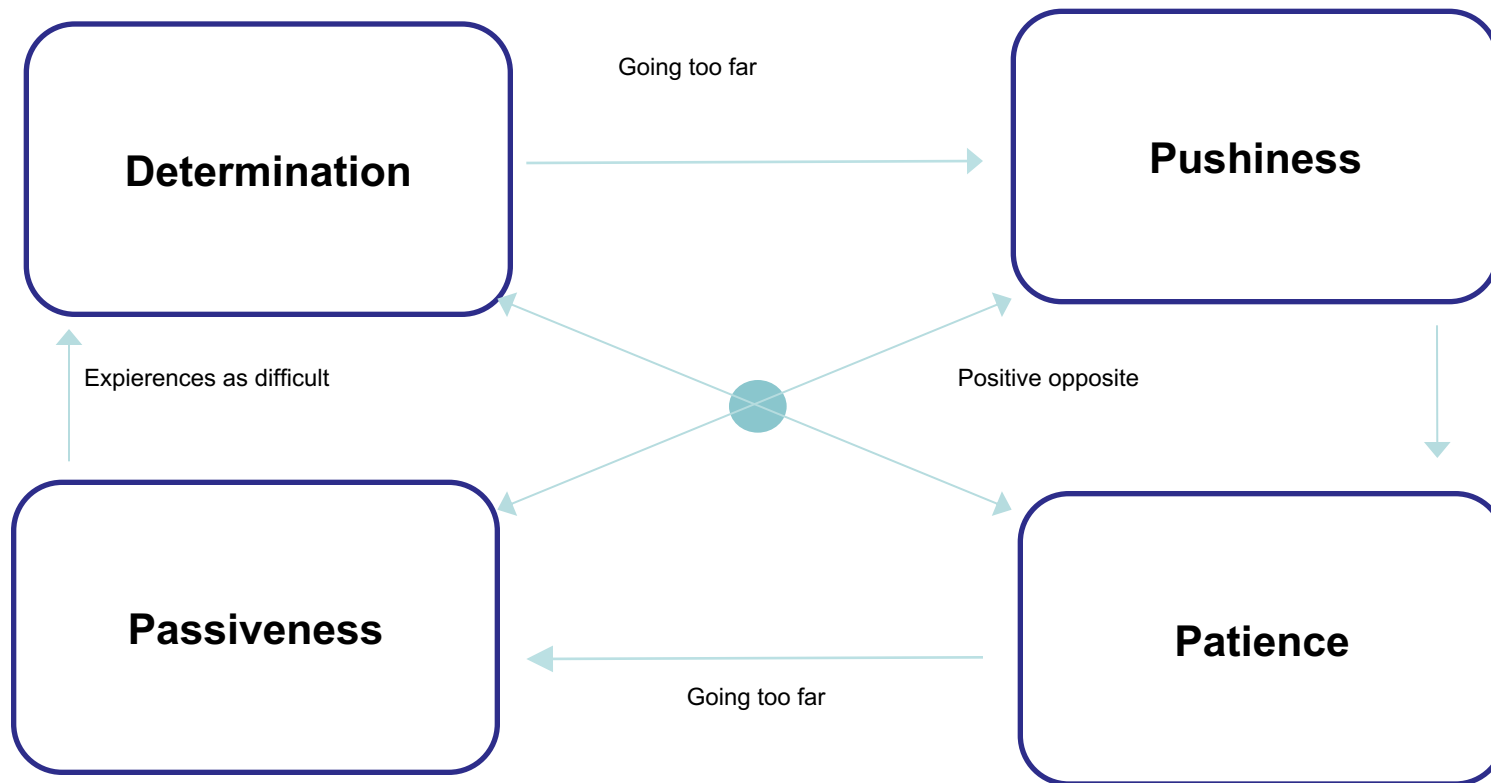
# Core Quadrant by Daniel Offman

- more on [Albertheemeijer.nl](http://Albertheemeijer.nl)



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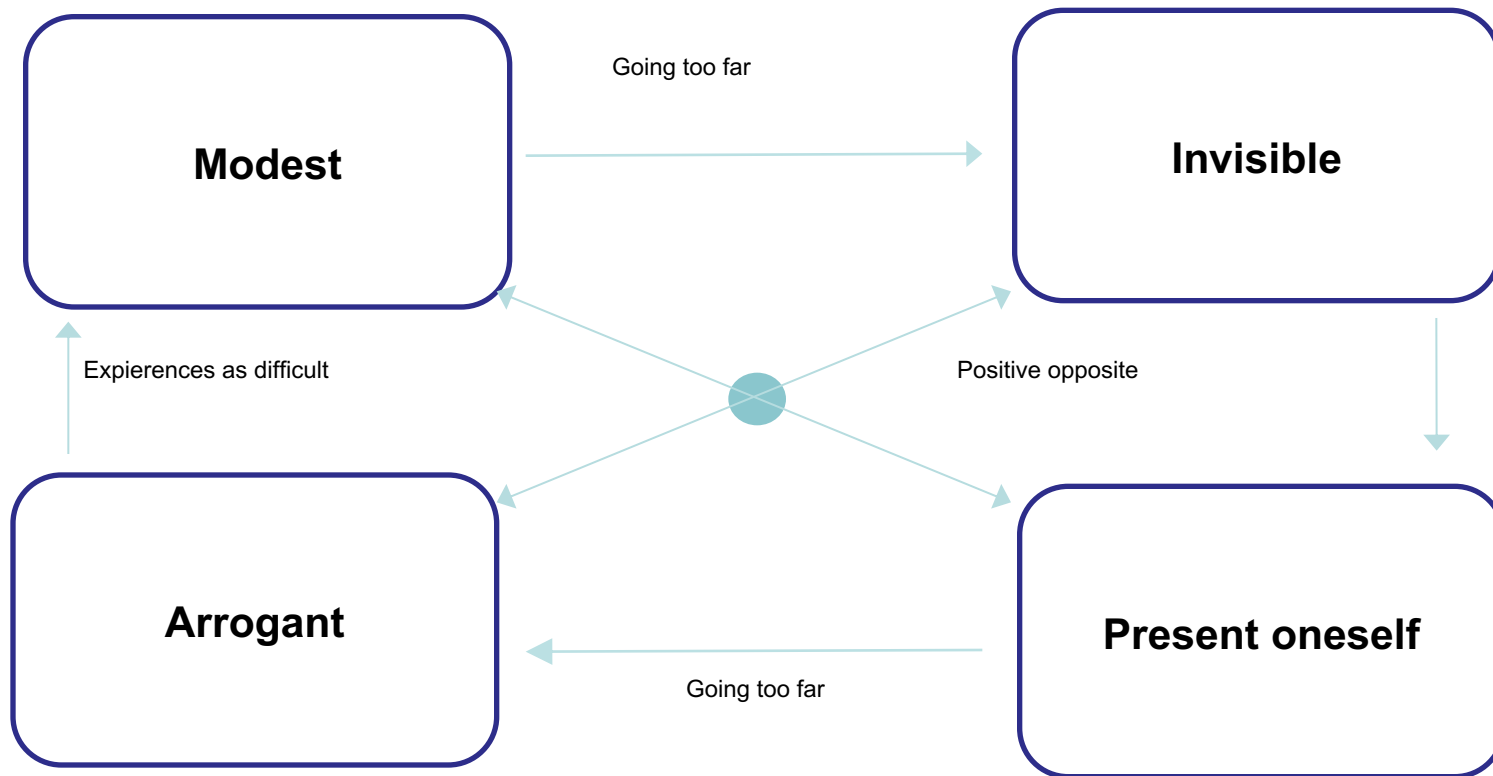
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# Competences

- Combination of knowledge, skills and personality make people unique
- Personal qualities: identifies you, distinguishes you from others.
- Matching within an organization / team: your personality can make the team stronger.
- Have self-confidence and self-knowledge.

