



PEOPLE  
EXPERTS

# Competences Oriented Report



PRISM@

**Given Name(s) and Family Name:** Elena Cano Garcia

**Report date:** 12/11/2018

Copyright 2011, PSICÓLOGOS EMPRESARIALES S.A.


















## PRISM@ SKILLS PROFILE SUMMARY

### INTRODUCTION

This profile describes how a person behaves in the main work situations, based on a series of skills.

The Professional Personality Questionnaire the subject has completed presents 3 statements which reflect different work behaviour or situations. The subject has to choose the one that best describes him / her, and the one that worst describes him / her. With this method, he/ she cannot achieve high scores in all competences.

The profile shown below should be interpreted as a a general guide as to the subject's strengths and those areas of skill that should be developed, based on the priorities declared in his responses.

MANAGEMENT COMPETENCES					
		Key area for Improvement	Area of Potential Development	Area to be Developed	Area of Potential Strength
4	MANAGING AND LEADING				
6	PLANNING				
5	SOCIAL COMMUNICATION				
4	PERSUASIVENESS AND INFLUENCE				
TECHNICAL COMPETENCES					
		Key area for Improvement	Area of Potential Development	Area to be Developed	Area of Potential Strength
9	SPECIALITY MASTERY				
9	ANALYSIS				
8	QUALITY GUARANTY AND PROMOTION				
6	ORDER AND SYSTEMATICS				
BUSINESS PROMOTION COMPETENCES					
		Key area for Improvement	Area of Potential Development	Area to be Developed	Area of Potential Strength
4	ACHIEVEMENT ORIENTATION				
8	INNOVATION AND CREATIVITY				
5	ACTION ORIENTATION AND DECISION				
6	STRATEGIC VISION				
INTERPERSONAL COMPETENCES					
		Key area for Improvement	Area of Potential Development	Area to be Developed	Area of Potential Strength
4	INTERPERSONAL SKILL				
2	FLEXIBILITY AND ADAPTATION				
5	STRESS AND WEARINESS RESISTANCE				
5	ENERGY				
5	CONGRUENCY LEVEL IN RESPONDING				

## SKILLS ORIENTED REPORT

### INTRODUCTION

Find below the detailed information related to the skills profile.

The left column shows the skill. Behaviour patterns that appear in the central column are key aspects that support each skill in a positive or negative way.

The level of development of each skill and its impact on the general profile is shown in the right column.

### MANAGEMENT COMPETENCES

<b>Managing and Leading</b>	<b>ALMOST NEVER</b> Takes on the responsibility and control of the teams and/ or projects. Is responsible for appointing objectives to people or teams. Encourages others to accomplish objectives. Manages to lead people/ teams effectively.	<b>POTENTIAL DEVELOPMENT AREA</b> <table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5					
1	2	3	4	5								
<b>Planning</b>	<b>SOMETIMES</b> Organizes and distributes tasks to people or projects. Devotes time, resources or efforts to plan efficiently. Performs realistic forecasts concerning timing and deadlines.	<b>DEVELOPMENT AREA</b> <table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5					
1	2	3	4	5								
<b>Social communication</b>	<b>SOMETIMES</b> Speaks with clarity and efficiently at meetings or events. Makes speeches fluently and efficiently. Manages to catch people's attention during talks or presentations. Feels confident when speaks in public.	<b>DEVELOPMENT AREA</b> <table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5					
1	2	3	4	5								
<b>Persuasiveness and Influence</b>	<b>ALMOST NEVER</b> Convinces and persuades other people with efficacy. Negotiates successfully with other people or competitors. Manages to make other people accept his/ her own projects, opinions or suggestions easily. Induces others to change their minds efficiently.	<b>POTENTIAL DEVELOPMENT AREA</b> <table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5					
1	2	3	4	5								

## TECHNICAL COMPETENCES

### Speciality mastery

#### ALWAYS

Shows a strong expertise of his/ her own specialization area.  
Tries to be updated regarding his/ her own specialized technical knowledge.  
Assimilates new techniques or specific knowledge very fast.  
Has high knowledge of the technical aspects of his/ her working area

#### AREA OF STRENGTH

1	2	3	4	5

### Analysis

#### ALWAYS

Carries out in- depth analysis of facts, data and information.  
Is efficient at problem- solving.  
Establishes methods and/ or procedures that make solutions more easily.  
Analyzes causes, details or consequences in the problems or issues.

#### AREA OF STRENGTH

1	2	3	4	5

### Quality guaranty and promotion

#### ALMOST ALWAYS

Supports the importance of quality.  
Commits themselves to quality goals.  
Demands him/ herself high quality in tasks.  
Seems to be strict regarding the compliance of quality norms or standards.

#### POTENTIAL AREA OF STRENGTH

1	2	3	4	5

### Order and Systematics

#### SOMETIMES

Accomplishes the tasks with meticulousness, paying attention to the details.  
Tries to maintain ordered his/ her surroundings.  
Follows a structure and a systematics to face the tasks.

#### DEVELOPMENT AREA

1	2	3	4	5

## BUSINESS PROMOTION COMPETENCES

### Achievement orientation

#### ALMOST NEVER

Focuses on the accomplishment of results or goals effectively.  
Aims work and activities toward the business development.  
Seems to be strongly oriented toward the commercial aspect of the business.  
Pays attention to sales, invoicing and/ or profitability of the business.

#### POTENTIAL DEVELOPMENT AREA

1	2	3	4	5

### Innovation and Creativity

#### ALMOST ALWAYS

Seems to be able to produce original ideas or approaches.  
Seems to introduce innovative improvements.  
Provides new ideas or viewpoints.  
Suggests new ideas, products, services or procedures.

#### POTENTIAL AREA OF STRENGTH

1	2	3	4	5

### Action orientation and decision

#### SOMETIMES

Makes decisions easily and promptly.  
Seems to show energy and determination at work.  
Has initiative to make decisions.  
Encourages performance with energy.

#### DEVELOPMENT AREA

1	2	3	4	5

### Strategic vision

#### SOMETIMES

Takes the general objectives of the company into account.  
Thinks and acts with a medium and long- term vision.  
Makes decisions that may imply business strategic changes.  
Develops long- term business objectives.






#### DEVELOPMENT AREA

1	2	3	4	5

## INTERPERSONAL COMPETENCES

<b>Interpersonal skill</b>	<b>ALMOST NEVER</b> Seems to be skillful to interact with others and builds up teams. Helps other people's work. Shows interest and sensitivity to others. Is able to make get the best from the others.	<b>POTENTIAL DEVELOPMENT AREA</b> <table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5					
1	2	3	4	5								
<b>Flexibility and Adaptation</b>	<b>NEVER</b> Accepts changes in a positive way. Adapts easily to new people or situations. Shows to be willing to accept new methods or procedures. Supports the initiatives of change or improvements.	<b>KEY IMPROVEMENT AREA</b> <table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5					
1	2	3	4	5								
<b>Stress and Weariness resistance</b>	<b>SOMETIMES</b> Keeps calm under stressful situations. Overcomes difficult moments easily. Can stand criticism or unawareness. Overcomes, or they feel self- controlled under stressful situations or requirements.	<b>DEVELOPMENT AREA</b> <table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5					
1	2	3	4	5								
<b>Energy</b>	<b>SOMETIMES</b> Optimistic attitude before obstacles and difficulties. Sets high goals and puts energy in achieving them. High level of energy and perseverance. Self demanding attitude.	<b>DEVELOPMENT AREA</b> <table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5					
1	2	3	4	5								

## INDICATORS OF SKILLS ADJUSTMENT

Key Improvement Area	Potential Area for Development	Area for Development	Potential Area of Strength	Area of Strength
1	2	3	4	5
				
They <b>never</b> behave like this	They <b>almost never</b> behave like this	They <b>sometimes</b> behave like this	They <b>almost always</b> behave like this	They <b>always</b> behave like this

## SKILLS DEFINITIONS

MANAGEMENT COMPETENCES	MANAGING AND LEADING	Motivates others and delegates work to accomplish the objectives of the company.
	PLANNING	Plans activities, projects, etc. taking into account available resources and deadlines, assimilating unforeseen circumstances.
	SOCIAL COMMUNICATION	Speaks clearly, fluently and convincingly to both individuals and groups.
	PERSUASIVENESS AND NEGOTIATION	Exercises influence, persuades and produces an impact on others to improve or change results, viewpoints or behaviour.
TECHNICAL COMPETENCES	COMMAND OF SPECIALISATION	Technical or professional command at work. Interested in being up- to- date.
	ANALYSIS	Makes detailed analysis of different aspects and problems in a systematic way, expressing solid judgement based on relevant information.
	ENCOURAGEMENT AND SUPPORT OF QUALITY	Shows him/ herself interested in quality objectives and criteria. Can guarantee compliance with norms and procedures.
	ORDER AND METHOD	Faces tasks in a structured and organised way, looking to maintain order in his/ her surroundings.
BUSINESS PROMOTION COMPETENCES	GOAL ORIENTATION	Sets objectives and challenging goals for him/ herself and perseveres to achieve them.
	INNOVATION AND CREATIVITY	Provides new and creative points of view at work. Identifies original aspects and tries to overcome traditional resistance.
	ACTION ORIENTATION AND DECISION	Shows him/ herself willing to take decisions, take the initiative, and be proactive.
	STRATEGIC VISION	Provides wide and fundamental points of view, with medium- and long- term vision, identifying consequences of his/ her proposals.
INTERPERSONAL COMPETENCES	INTERPERSONAL SKILLS	Relates to other people in a positive and productive way. Is considerate and works efficiently in teams.
	FLEXIBILITY AND VERSATILITY	Adapts easily and positively to change requirements and varied circumstances.
	RESISTANCE TO STRESS AND FATIGUE	Keeps regular behaviour patterns when faced with difficulties and pressure. Has self control.
	ENERGY	Internal motivation to meet challenges with energy, optimism, perseverance and ambition.



[www.people-expert.com](http://www.people-expert.com)

+34 902 998 534