



PEOPLE
EXPERTS

Competences Oriented Report



PRISM@®

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PRISM@ COMPETENCES PROFILE SUMMARY

INTRODUCTION

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

The type of Professional Personality Questionnaire the person has completed presents 3 phrases which reflect different work behaviors or situations. The person has to choose the one that best describes him / her, and the one that worst describes him / her. With this method, they cannot get high scores in all the competences.

The profile below should be considered as an orientation of the strongest competences, and of those that could be developed, based on the prioritization of his / her own answers.

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

COMPETENCES ORIENTED REPORT

INTRODUCTION

Find below the detailed information about the competency profile.

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

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

MANAGEMENT COMPETENCES

Managing and Leading	ALMOST NEVER 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.	POTENTIAL DEVELOPMENT AREA <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								
Planning	SOMETIMES Organizes and distributes tasks to people or projects. Devotes time, resources or efforts to plan efficiently. Performs realistic forecasts concerning timing and deadlines.	DEVELOPMENT AREA <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								
Social communication	SOMETIMES 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.	DEVELOPMENT AREA <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								
Persuasiveness and Influence	ALMOST NEVER 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.	POTENTIAL DEVELOPMENT AREA <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

STRENGTH AREA

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.

STRENGTH AREA

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 STRENGTH AREA

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 STRENGTH AREA

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

Interpersonal skill	ALMOST NEVER 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.	POTENTIAL DEVELOPMENT AREA <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								
Flexibility and Adaptation	NEVER 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.	KEY IMPROVEMENT AREA <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								
Stress and Weariness resistance	SOMETIMES 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.	DEVELOPMENT AREA <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								
Energy	SOMETIMES Optimistic attitude before obstacles and difficulties. Sets high goals and puts energy in achieving them. High level of energy and perseverance. Self demanding attitude.	DEVELOPMENT AREA <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								

COMPETENCES ADJUSTMENT INDICATORS

Key Improvement Area	Potential Development Area	Development Area	Potential Strength Area	Strength Area
1	2	3	4	5
				
They never behave like this	They almost never behave like this	They sometimes behave like this	They almost always behave like this	They always behave like this

COMPETENCIES DEFINITIONS

MANAGEMENT COMPETENCES	MANAGING AND LEADING	Motivates others and delegates work to accomplish the objectives of the company.
	PLANNING	Plans activities, projects, etc. taking in to account available resources and deadlines, paying attention to unforeseen.
	SOCIAL COMMUNICATION	Speaks clearly, fluently and convincingly such to individuals or in groups.
	PERSUASIVENESS AND NEGOTIATION	Exercises influence, convinces and produces an impact on others to improve or change results, viewpoints or behaviors.
TECHNICAL COMPETENCES	SPECIALITY MASTERY	Technical or professional command at work. Interest to be updated.
	ANALYSIS	Makes detailed analysis of different aspects and problems, in a systematic way, providing solid viewpoints based on relevant information.
	QUALITY GUARANTY AND PROMOTION	Seems to be interested in quality objectives and criteria. Can guarantee norms and procedures accomplishment.
	ORDER AND SYSTEMATICS	Faces the tasks, in a structured and organized way, trying to conserve the order in his/ her surroundings.
BUSINESS PROMOTION COMPETENCES	ARCHIEVEMENT ORIENTATION	Sets objectives and challenging goals him/ herself and persevere 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 to be willing to make decisions, take the initiative, and be proactive.
	STRATEGIC VISION	Provides wide and transcendental points of view, with a medium and long term vision, identifying consequences of his/ her proposals.
INTERPERSONAL COMPETENCES	INTERPERSONAL SKILL	Relates to other people in a positive and productive way. Is considerate and works efficiently in teams.
	FLEXIBILITY AND ADAPTATION	Adapts easily and positively to change requirements and varied contexts.
	STRESS AND WEARINESS RESISTANCE	Keeps regular behavior patterns when faced with difficulties and pressures. Has self control.
	ENERGY	Internal motivation to meet challenges with energy, optimism, perseverance and ambition.



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