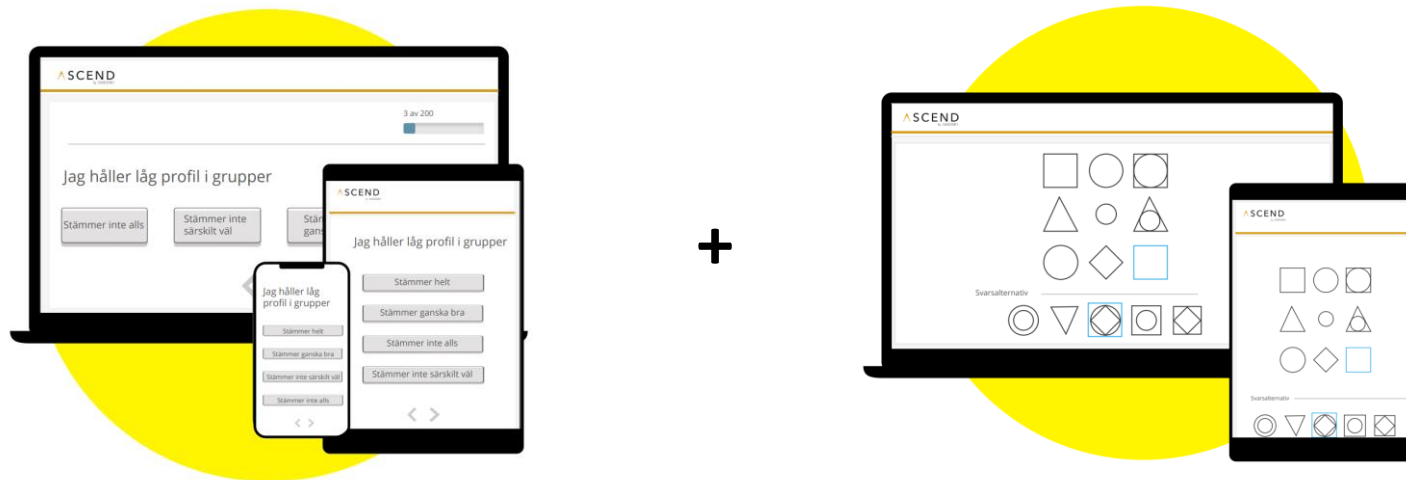
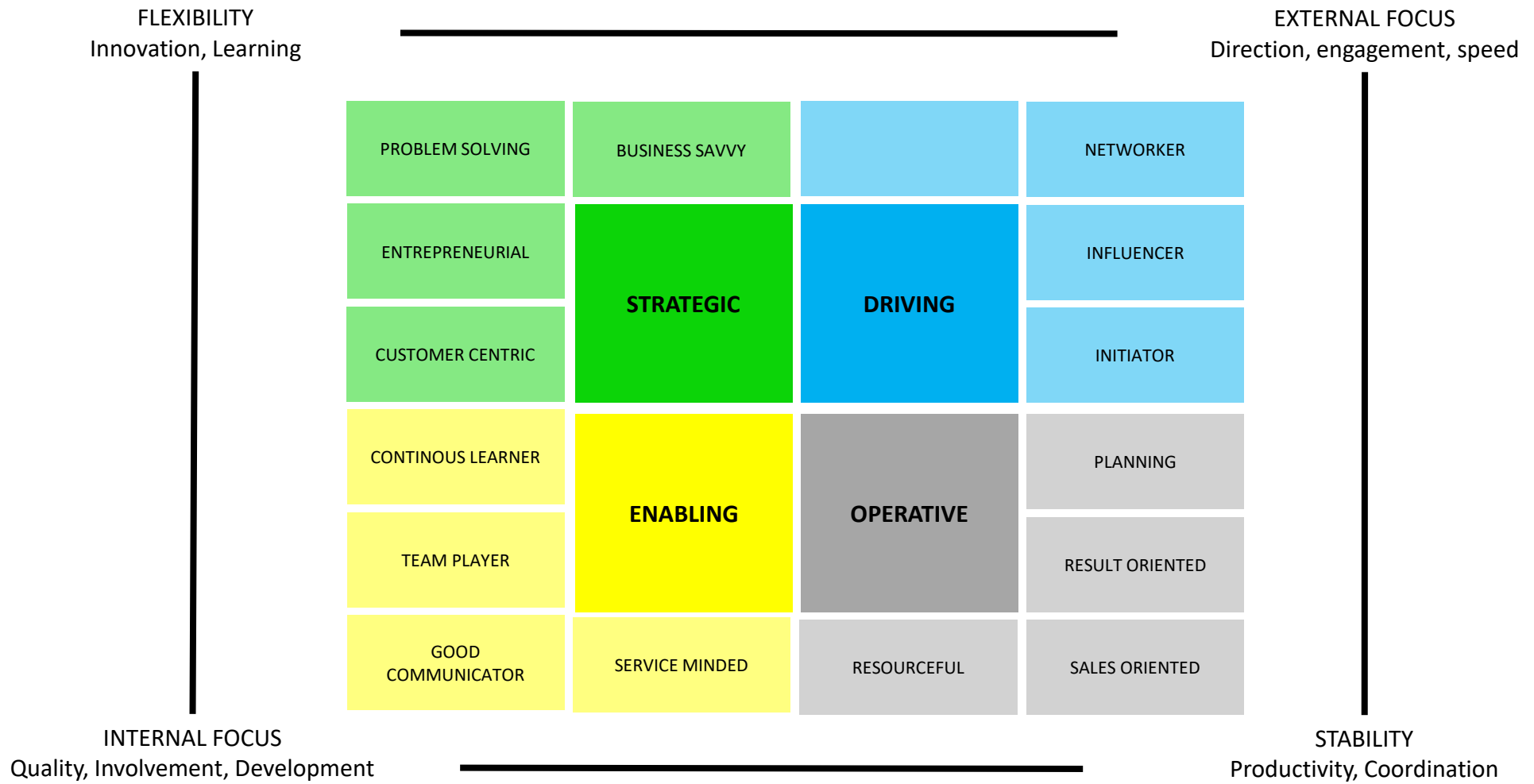
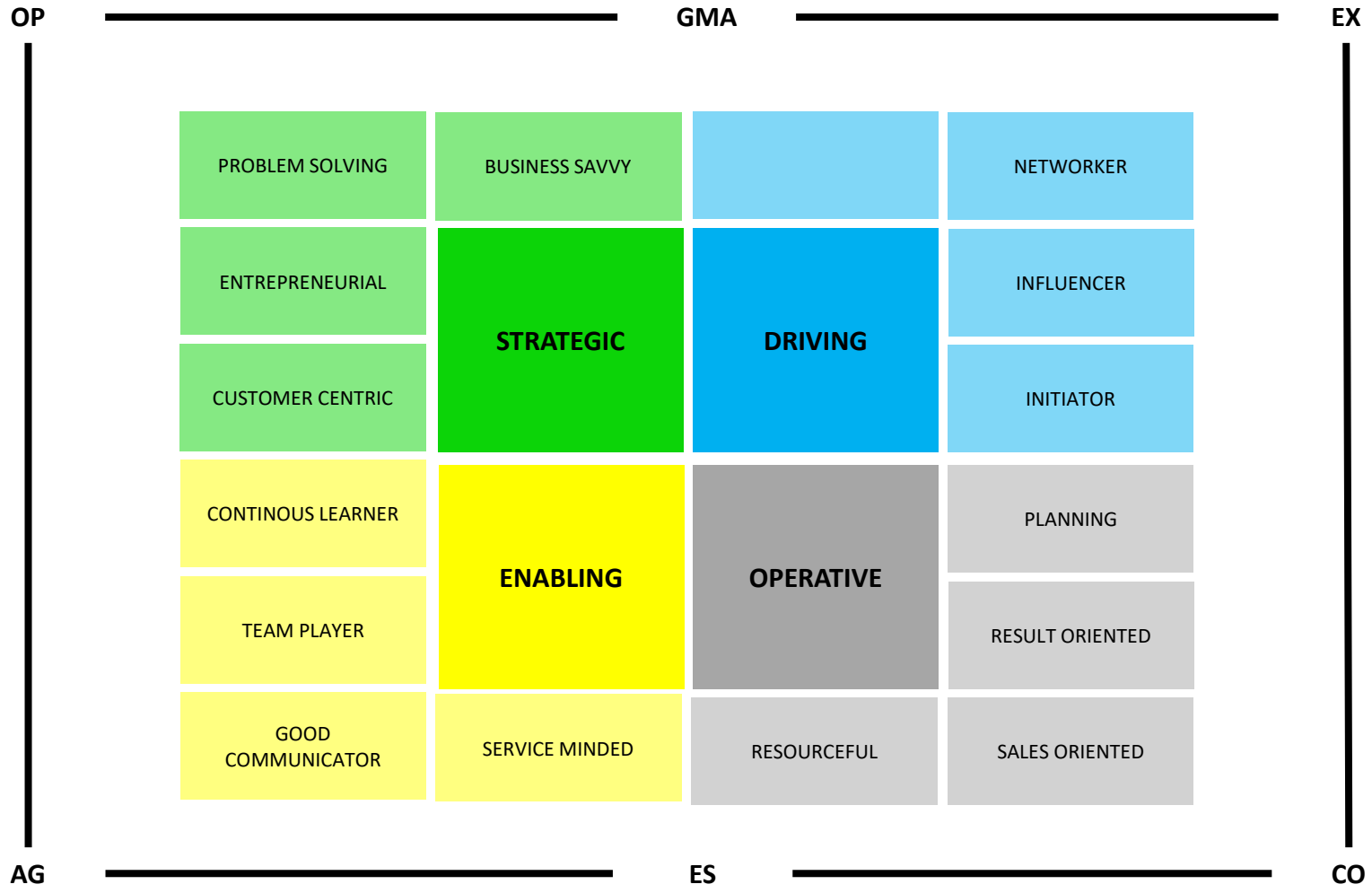


THE COMPETENCY FRAMEWORK





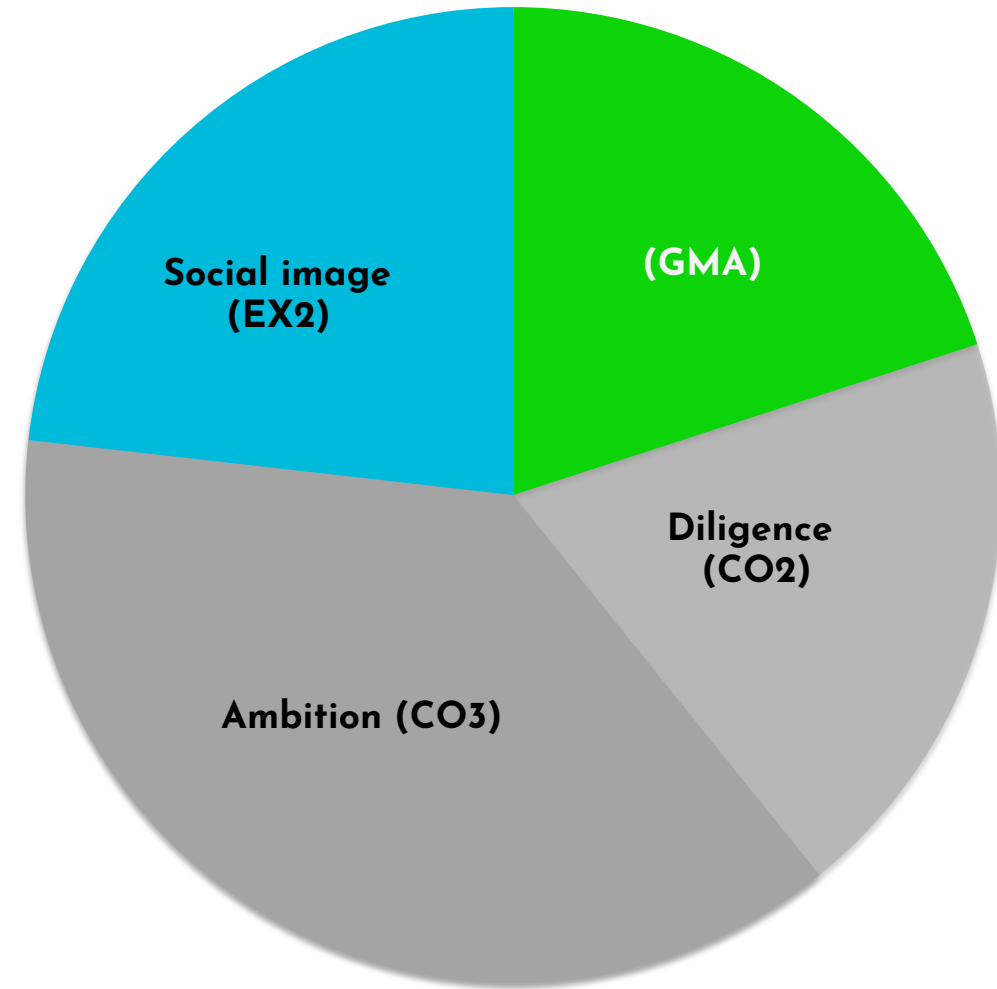


SALES ORIENTED

Operational competency

To what extent a person:

- > Works in a structured and methodical way
- > Is perceived as conscientious, careful and diligent
- > Works hard to reach set targets and has a clear goal in mind
- > Is prominent in social contexts and dares to take the initiative and push an issue forward independently
- > Can handle a lot of information and prioritize

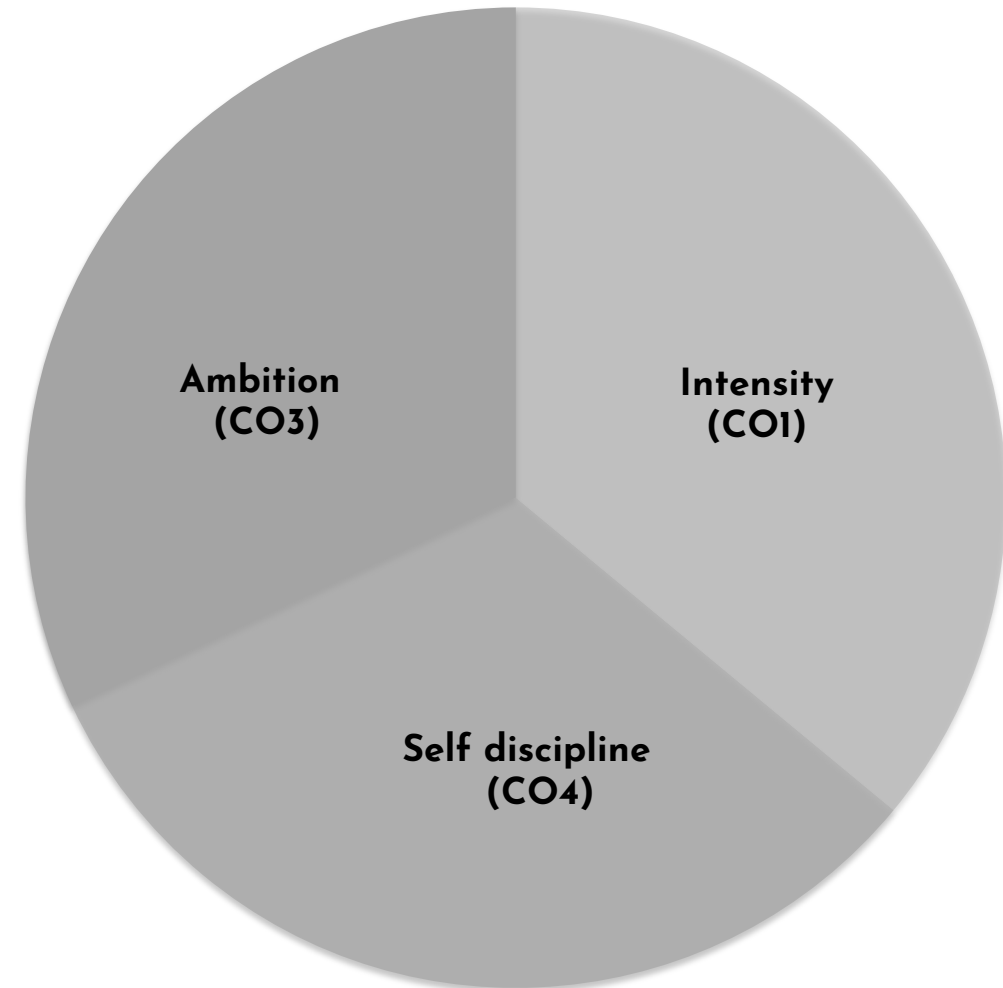


RESULT ORIENTED

Operational competency

To what extent a person:

- > Works quickly and efficiently with tasks
- > Finishes tasks, even the ones that are considered "boring"
- > Sets clear and high goals and works hard to reach them

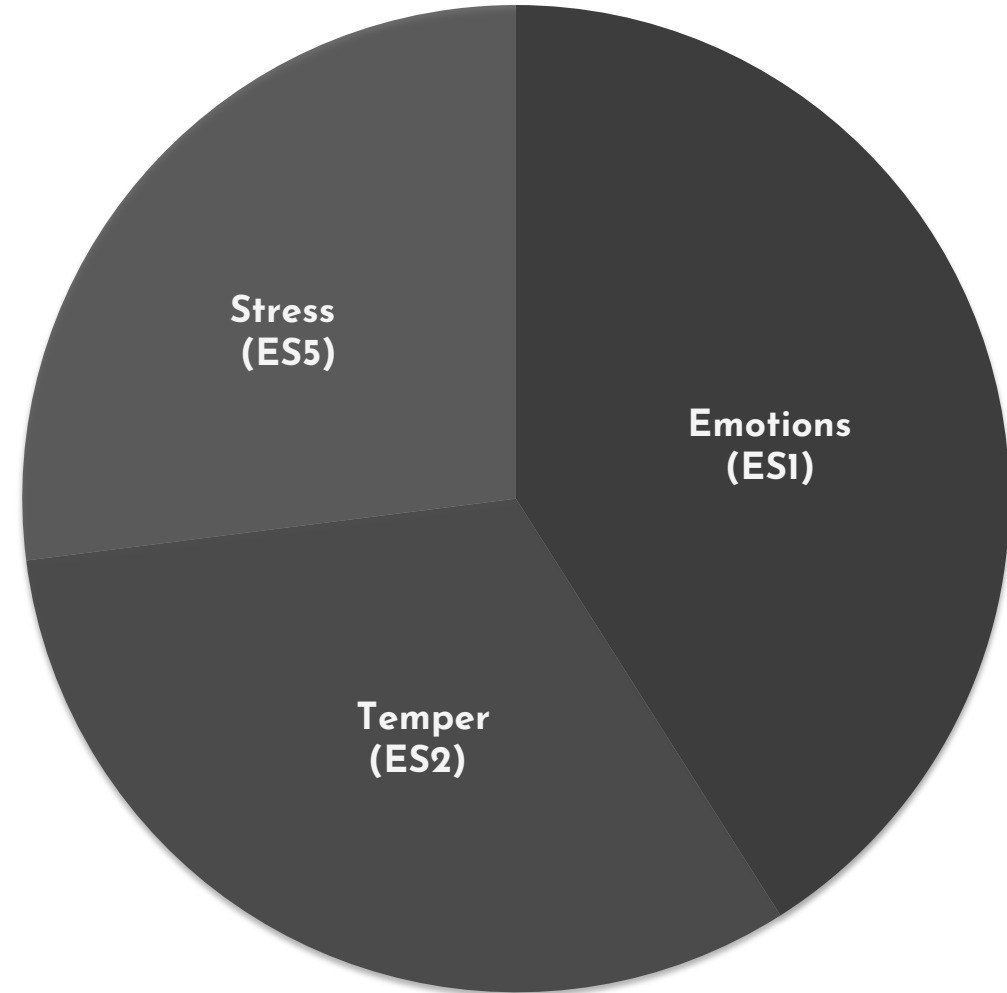


RESOURCEFUL

Operational competency

To what extent a person:

- > Is perceived as calm and capable even under stress
- > Believes in their own ability to handle strain and new situations
- > Has an even temper
- > Has a positive outlook on the future

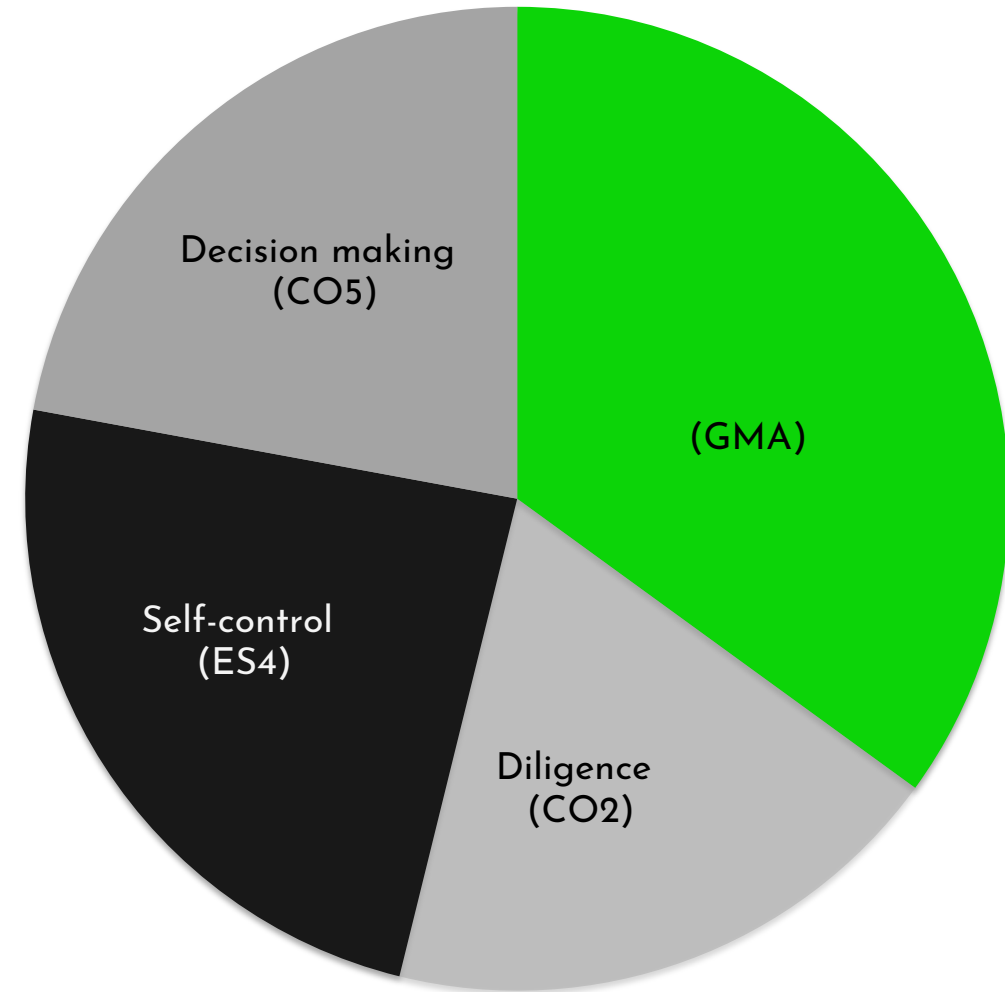


PLANNING

Operational competency

To what extent a person:

- > Is careful and thoughtful when making decisions
- > Gathers a lot of information before making a decision
- > Can keep their impulses and temptation at a distance
- > Works in a structured and methodical way
- > Quickly can solve problems and learn new tasks

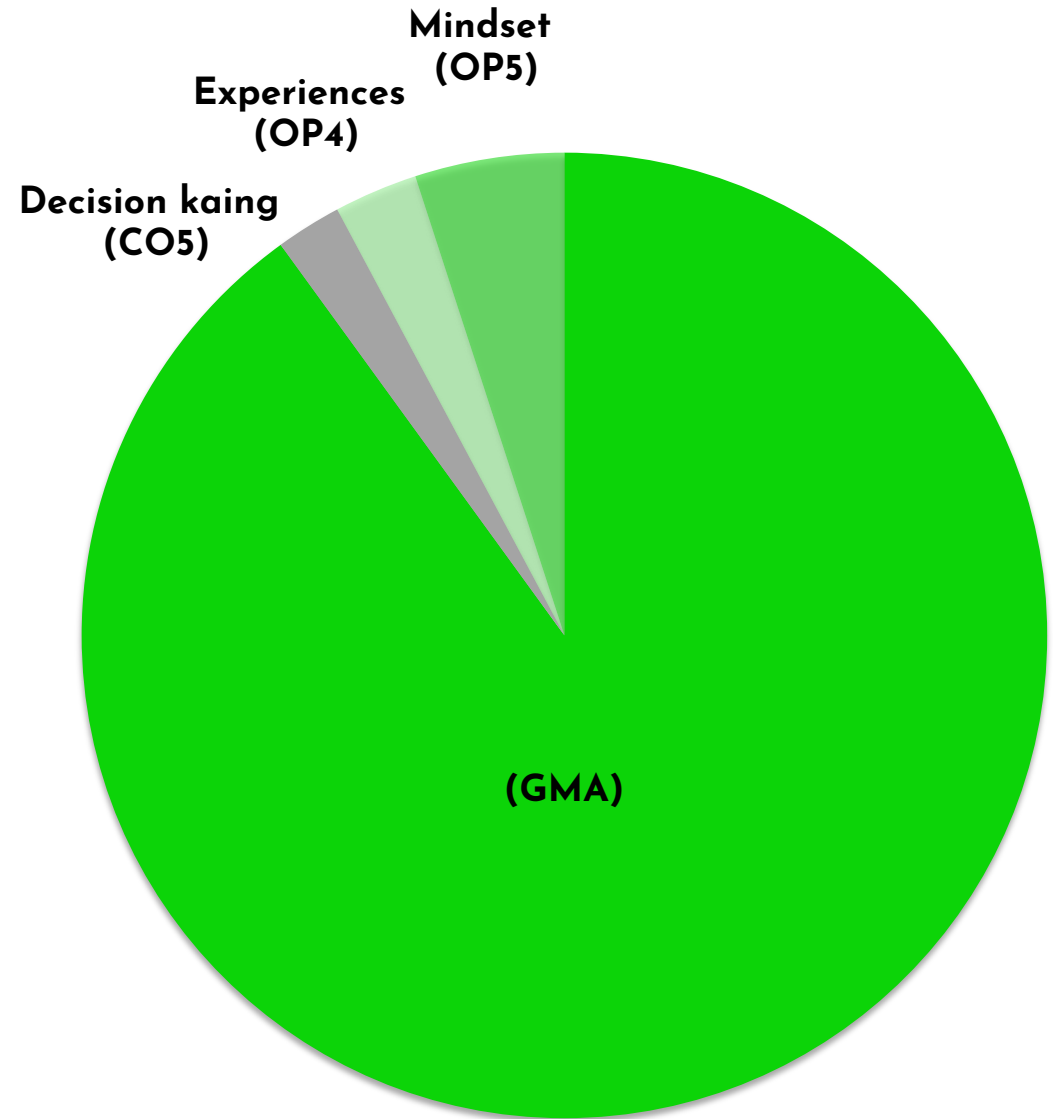


PROBLEM SOLVER

Strategic competencies

To what extent a person:

- > Can independently handle a lot of complex situations and tasks
- > Use previous experience, knowledge and skills in a flexible way
- > Wants to try new ways of doing tasks
- > Looks at arguments for different viewpoints to find new solutions or ideas

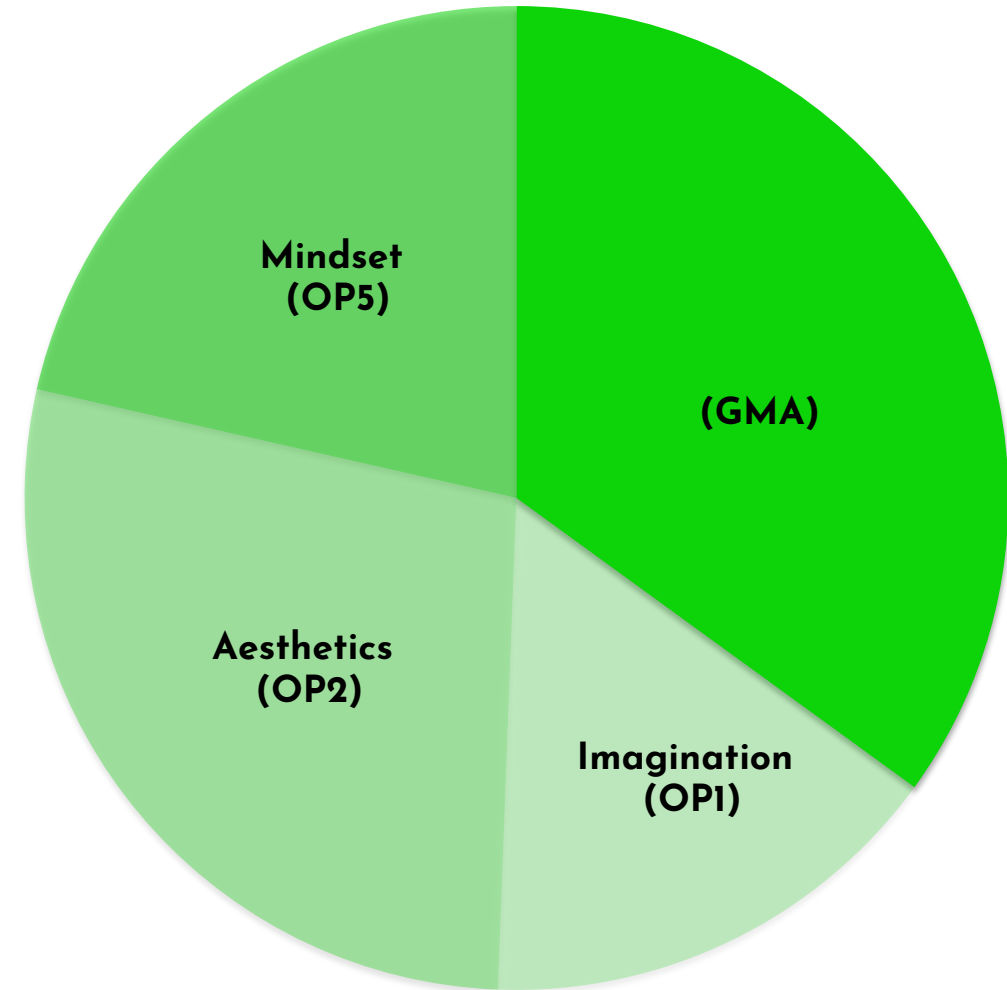


ENTREPRENEURIAL

Strategic competencies

To what extent a person:

- > Is imaginative, creative and can come up with ideas that are outside the box
- > Actively seek opportunities to try new ways of thinking and new ideas
- > Is curious and appreciates aesthetic expression
- > Can generalise knowledge and experiences to new situations

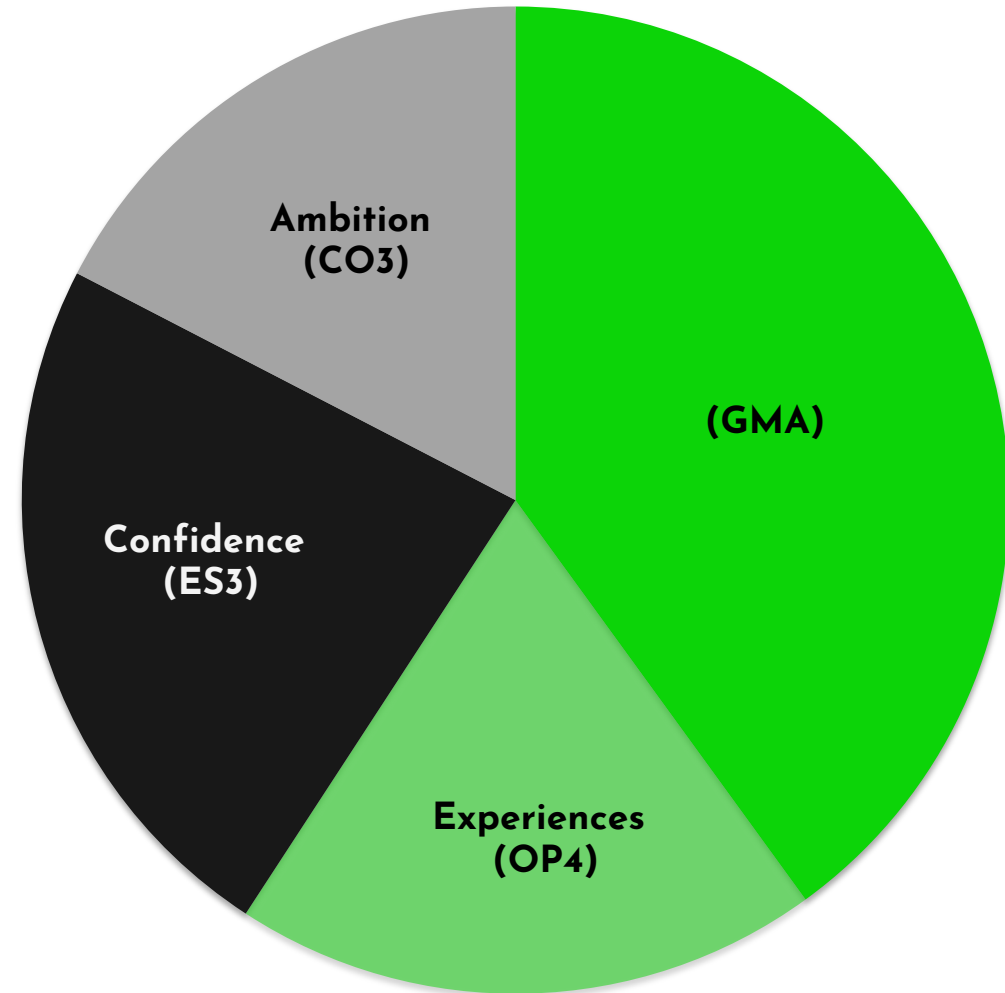


BUSINESS SAVVY

Strategic competencies

To what extent a person:

- > Has confidence in their own ability and gives off a safe and calm impression
- > Dares to set high goals and work towards them
- > Can handle a lot of new situations, tasks and skills in a flexible and effective way
- > Dares to try new things and is not afraid to take on a challenge

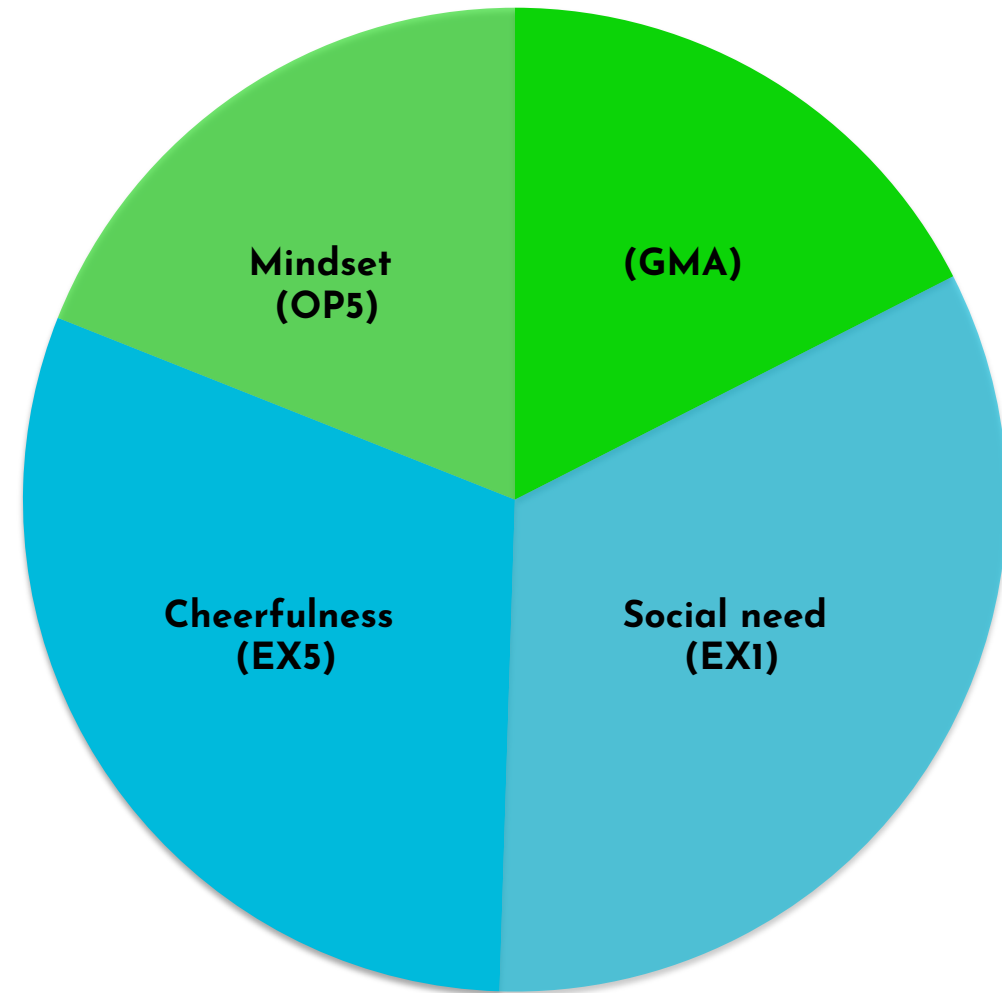


CUSTOMER CENTRIC

Strategic competencies

To what extent a person:

- > Is perceived as nice, positive and easy to get along with
- > Is prominent in social contexts and dares to take the initiative and push an issue forward independently
- > Wants to try new ways of thinking and unconventional ideas
- > Can handle a larger amount of information and use it to plan ahead

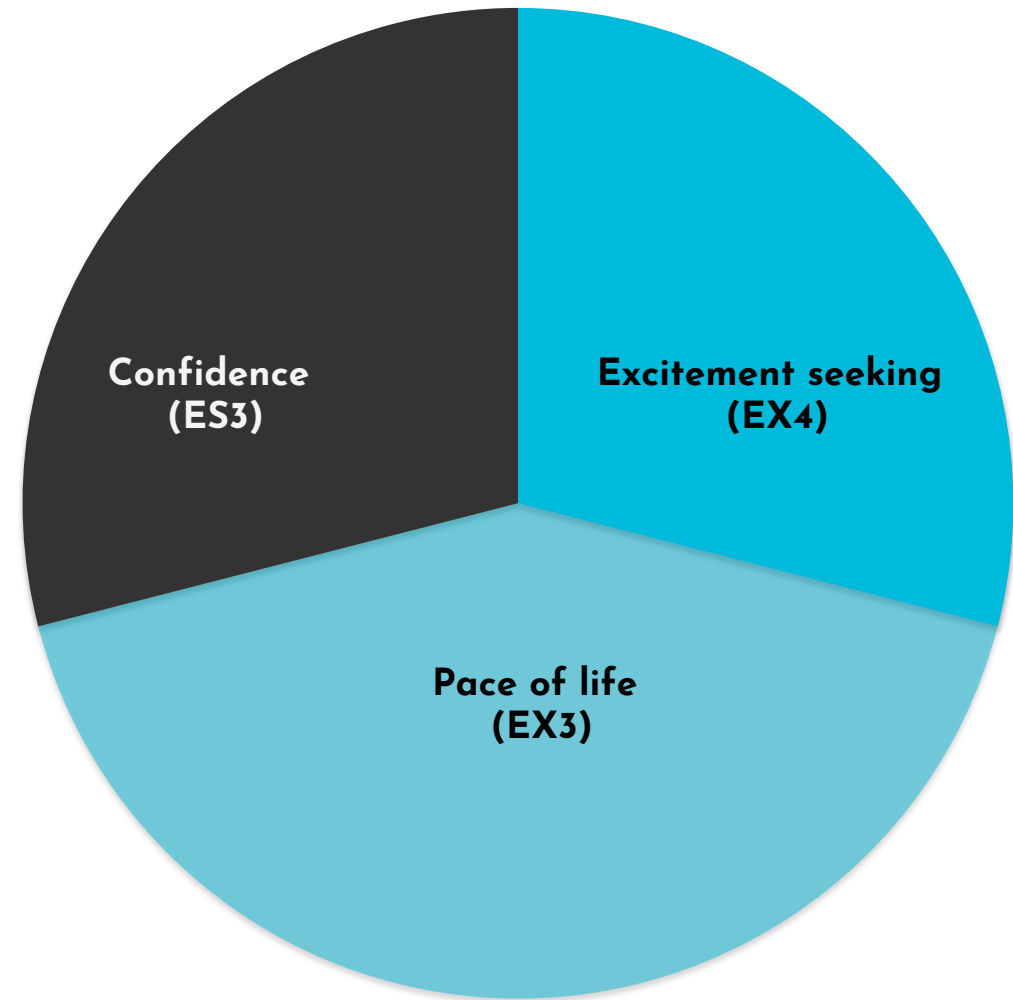


INITIATOR

Driving competencies

To what extent a person:

- > Believes in their own ability to handle future events
- > Enjoys having a lot of things going on at the same time and effectively handle them
- > Finds and takes on challenges that are outside their comfort zone

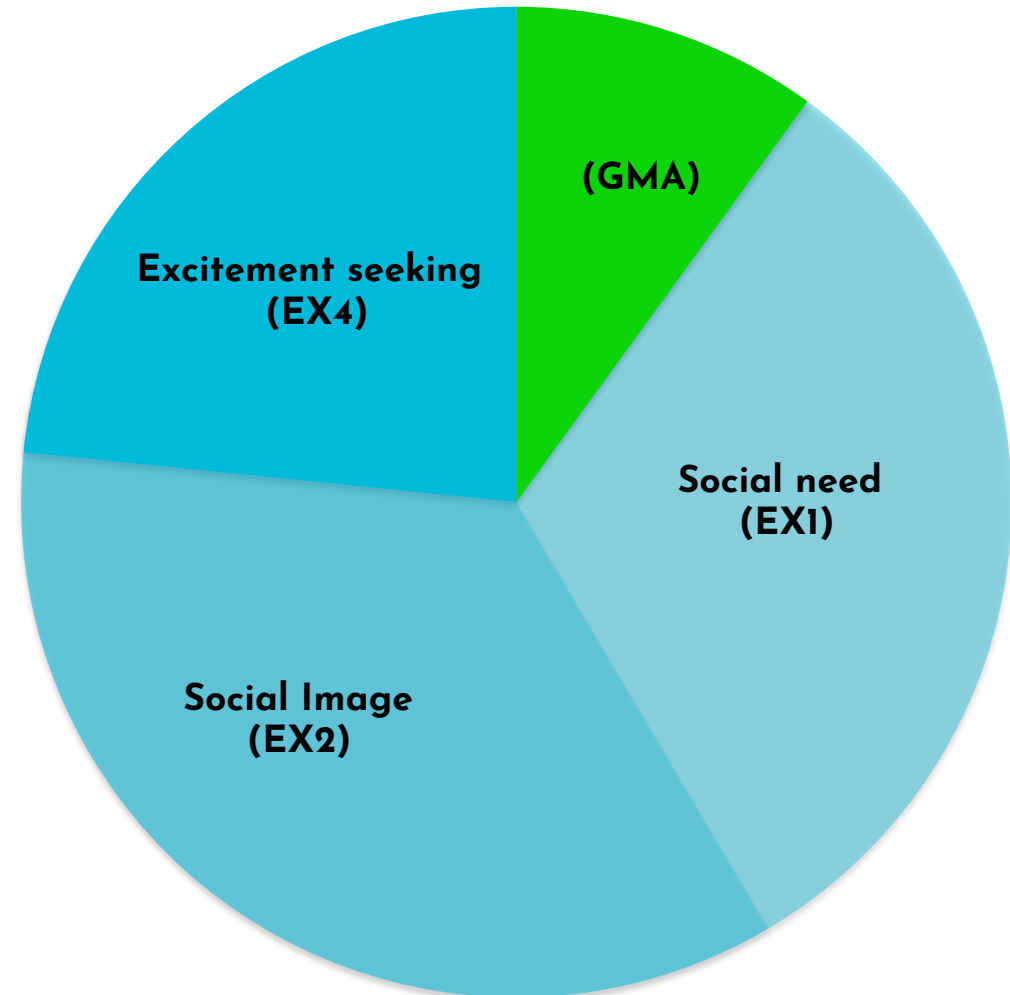


INFLUENCER

Driving competencies

To what extent a person:

- > Keeps the long term perspective in regard when taking action
- > Dares to take the center stage and express themselves
- > Takes the initiative in social contexts
- > Takes on challenges and seeks out new environments
- > Has a social need and enjoys being with other people

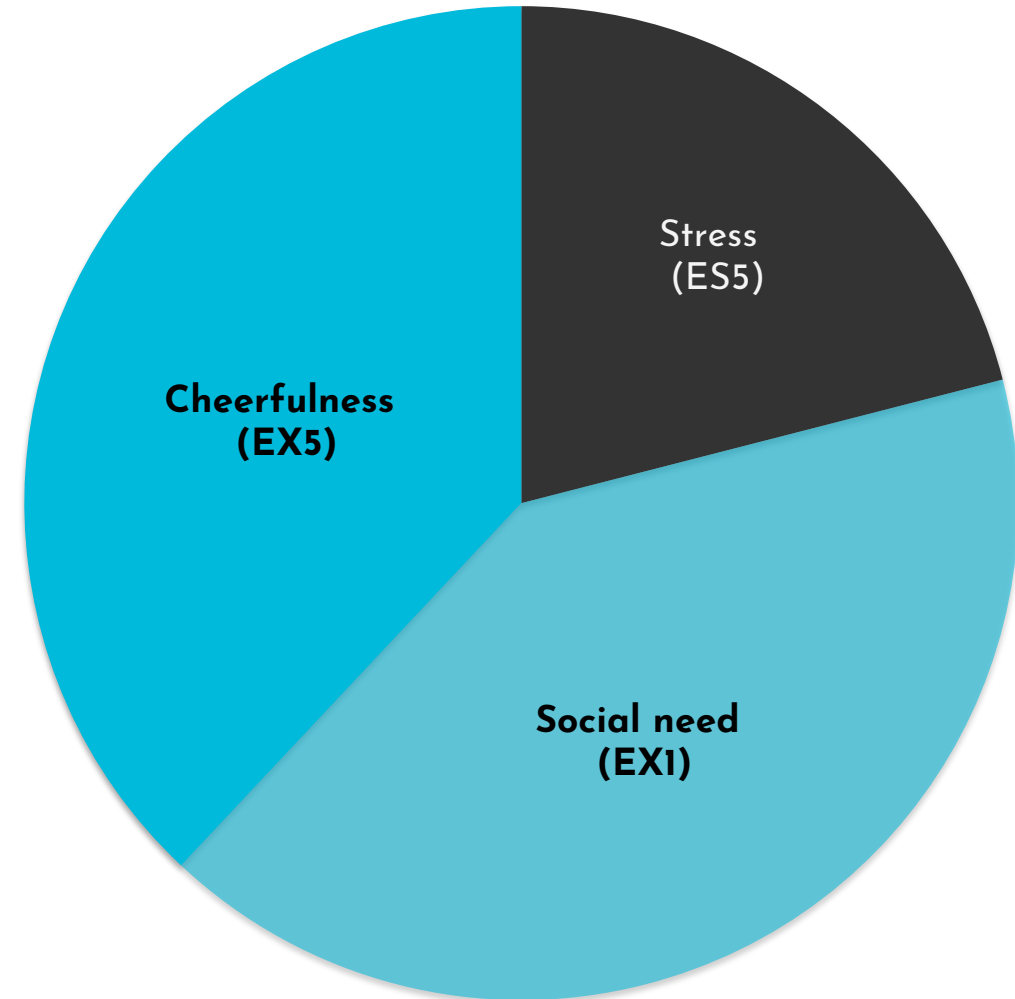


NETWORKER

Driving competencies

To what extent a person:

- > Is perceived as positive, light-hearted and positive
- > Easy to be around
- > Seeks out social situations to get and give energy
- > Is perceived as calm and stress resilient
- > Acts, rather than reacts during stress

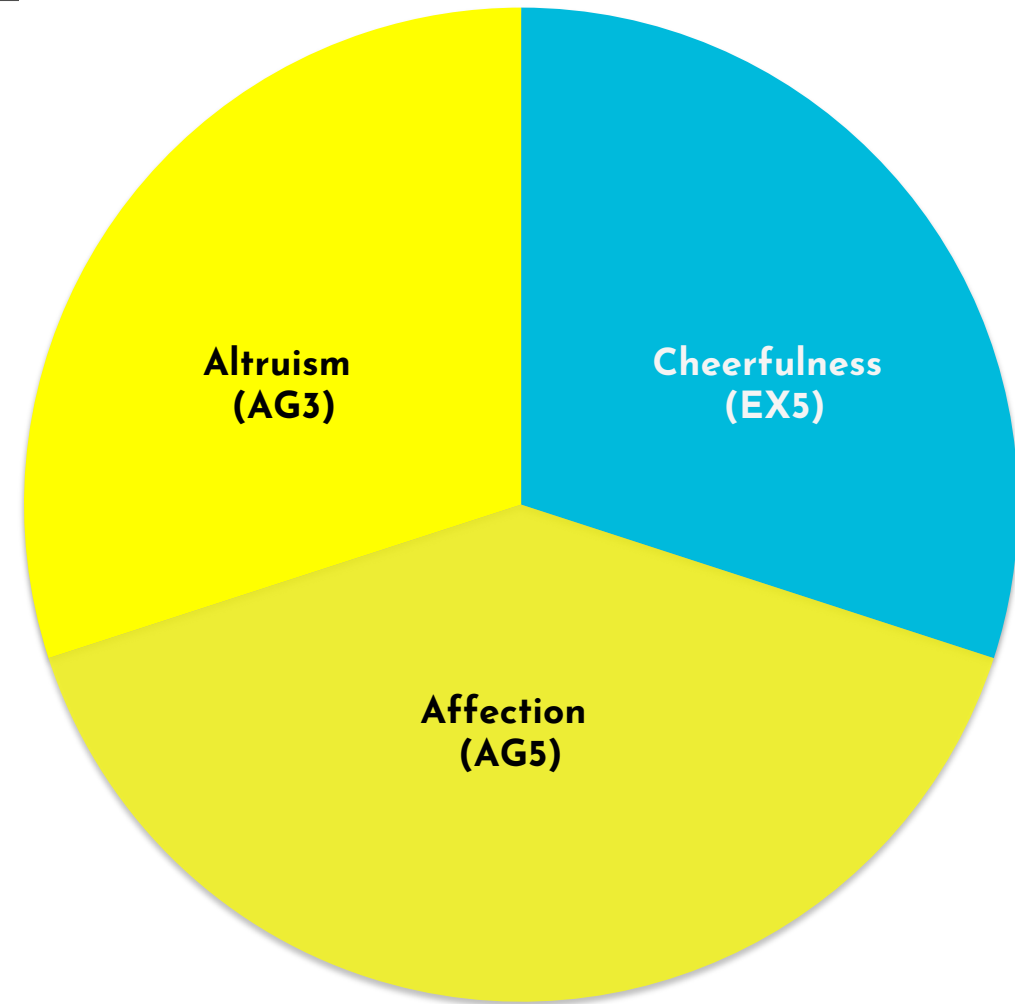


SERVICE MINDED

Enabling competencies

To what extent a person:

- > Is perceived as affectionate and warm towards other people
- > Pays attention to how others feel and go beyond their role to help others out
- > Is positive, light-hearted and happy towards other people

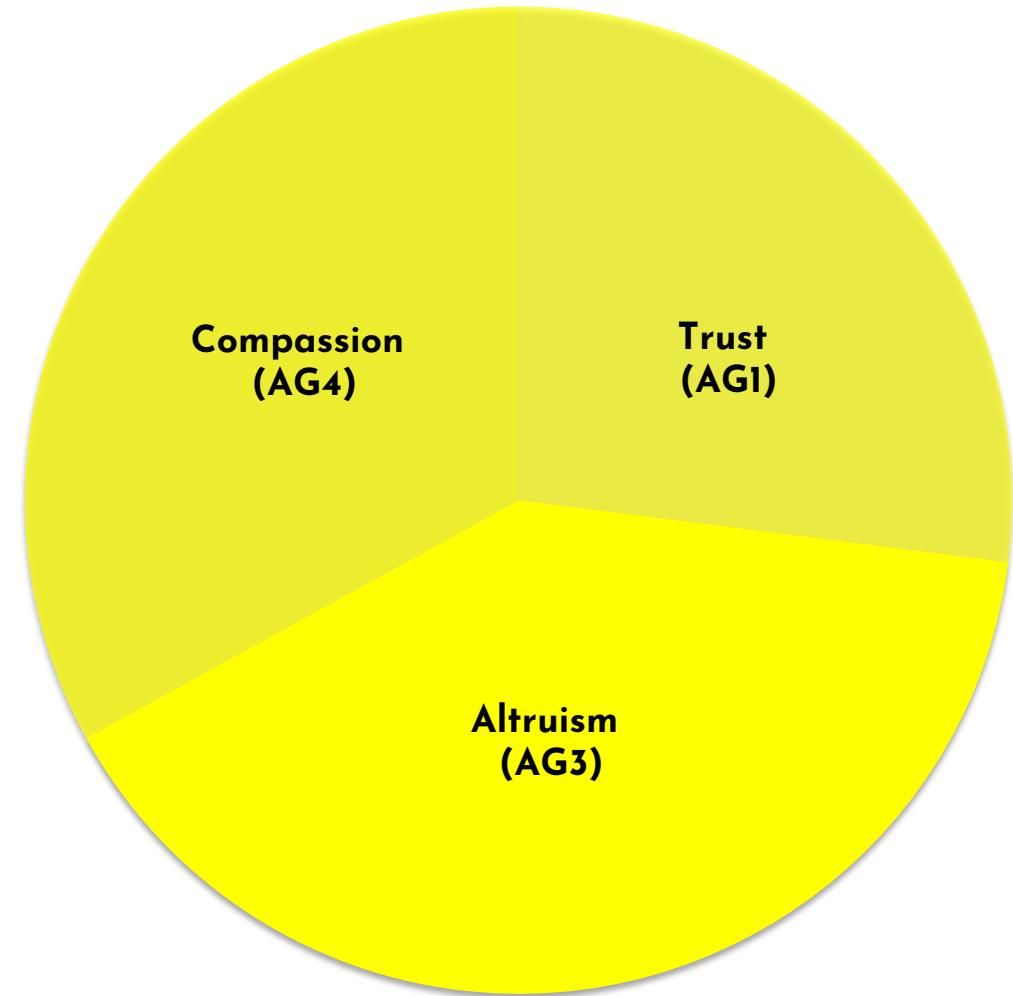


TEAM PLAYER

Enabling competencies

To what extent a person:

- > Trusts other people
- > Co-operates rather than compete with others
- > Is perceived as unselfish and gladly help other people out
- > Caring and thoughtful

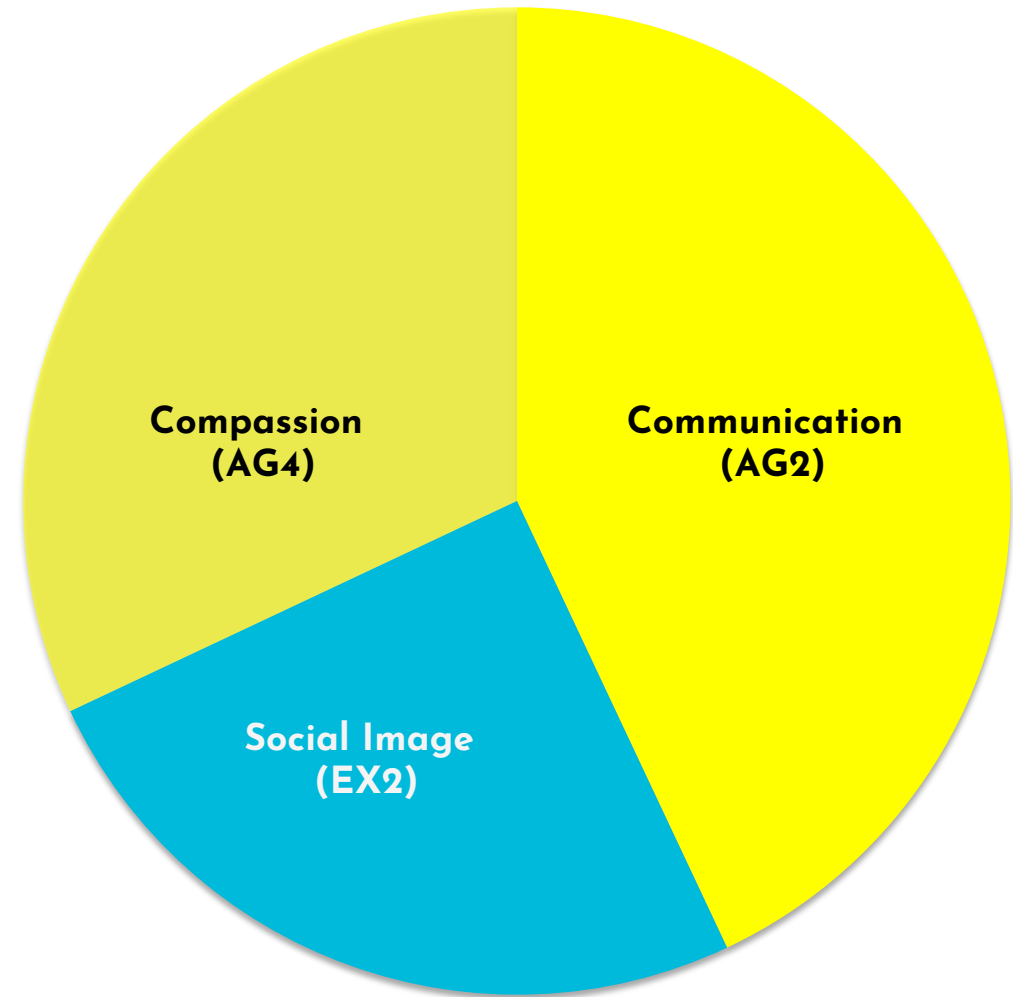


GOOD COMMUNICATOR

Enabling competencies

To what extent a person:

- > Is straightforward and honest in their communication
- > Is clear with what they really think
- > Can take the center stage in social context without issues
- > Has compassion for others and take that into account when taking action



CONTINUOUS LEARNER

Enabling competencies

To what extent a person:

- > Trusts other people and shares of oneself to others
- > Communicates in a straightforward and honest way
- > Pays attention to their own and others' moods and allow their emotions to affect one's behaviour
- > Flexibly uses previous experiences to learn new things

