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Gap

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Introduction



Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

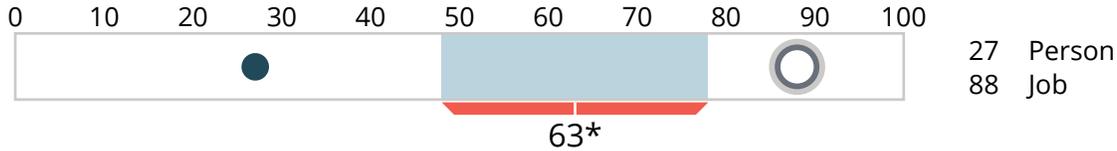
This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.



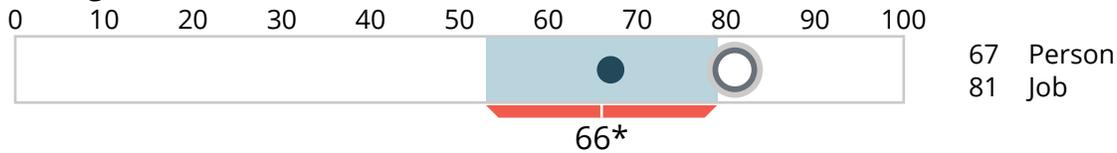
Job Competencies Hierarchy

All jobs require certain competencies. This section of the report identifies those competencies that lead to superior performance in most jobs. The graphs below are in descending order from the highest rated competency required by the job to the lowest.

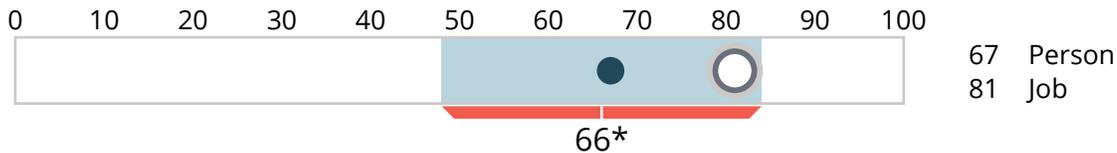
1. Futuristic Thinking - Imagining, envisioning, projecting and/or creating what has not yet been actualized.



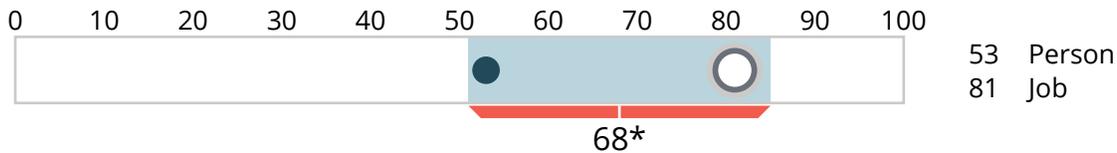
2. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.



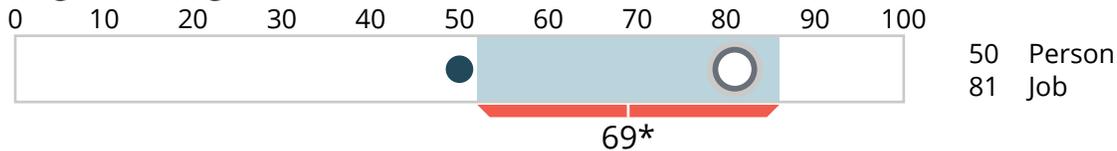
3. Personal Accountability - Being answerable for personal actions.



4. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.



5. Self Starting - Demonstrating initiative and willingness to begin working.



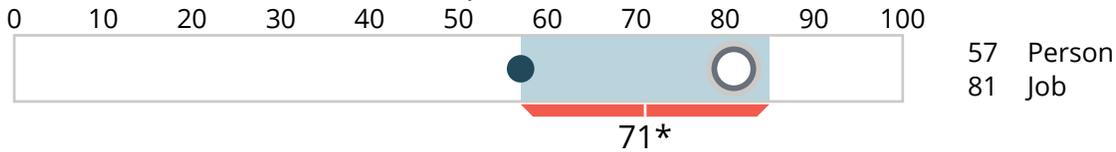
○ - Job ● - Person

* 68% of the population falls within the shaded area.

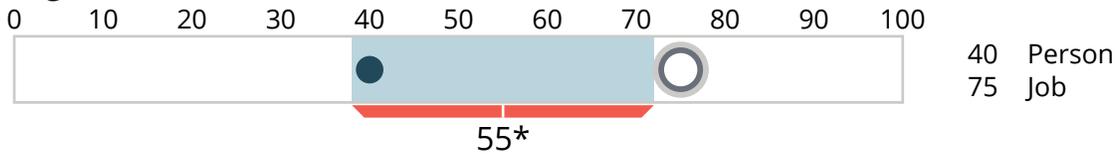
Job Competencies Hierarchy



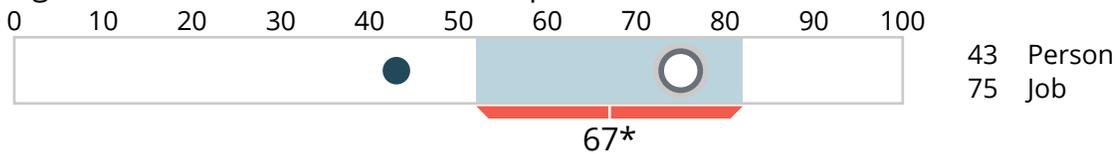
6. Customer Focus - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



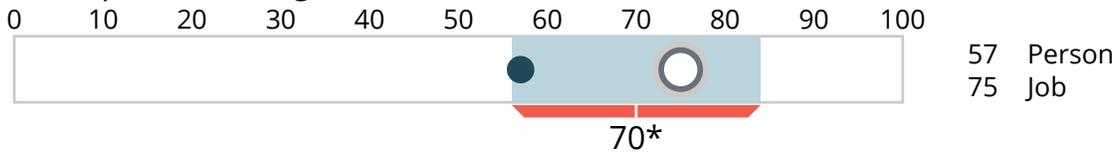
7. Goal Orientation - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.



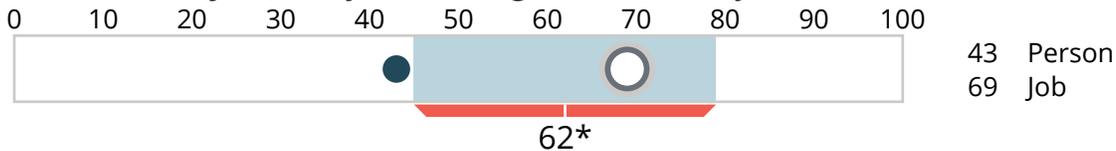
8. Negotiation - Listening to many points of view and facilitating agreements between two or more parties.



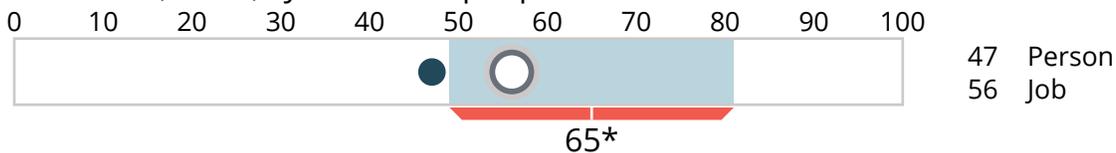
9. Continuous Learning - Taking initiative to regularly learn new concepts, technologies and/or methods.



10. Resiliency - Quickly recovering from adversity.



11. Project Management - Identifying and overseeing all resources, tasks, systems and people to obtain results.



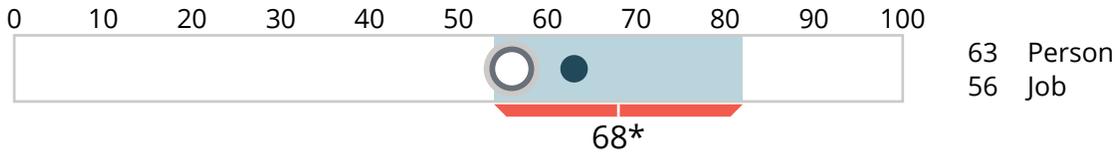
○ - Job ● - Person

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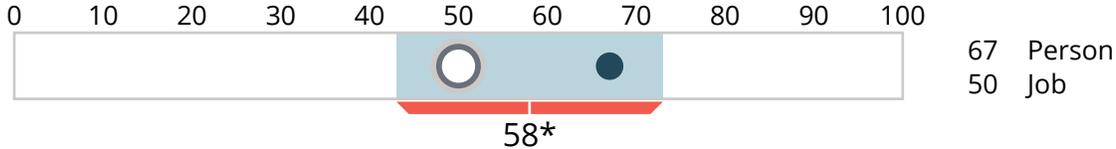
Job Competencies Hierarchy



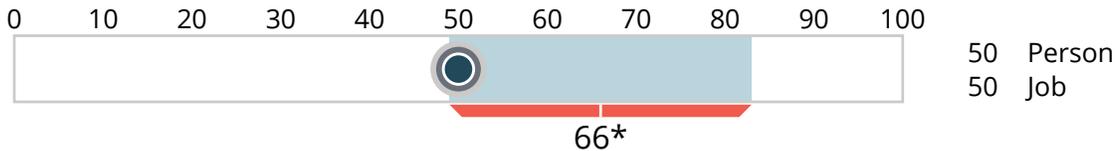
12. Understanding Others - Understanding the uniqueness and contributions of others.



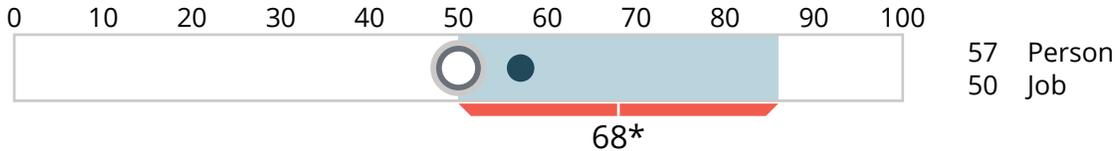
13. Teamwork - Cooperating with others to meet objectives.



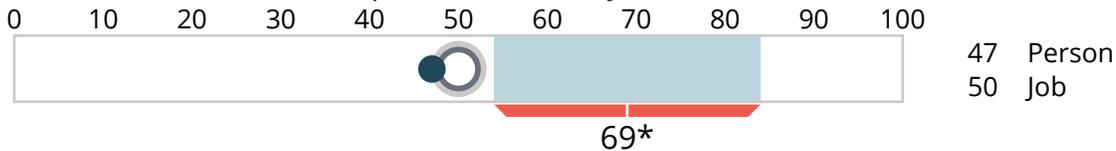
14. Appreciating Others - Identifying with and caring about others.



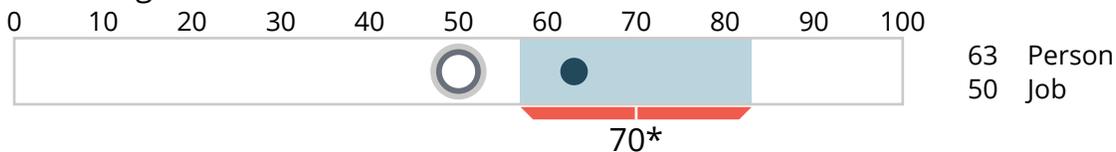
15. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



16. Planning and Organizing - Establishing courses of action to ensure that work is completed effectively.



17. Conceptual Thinking - Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.



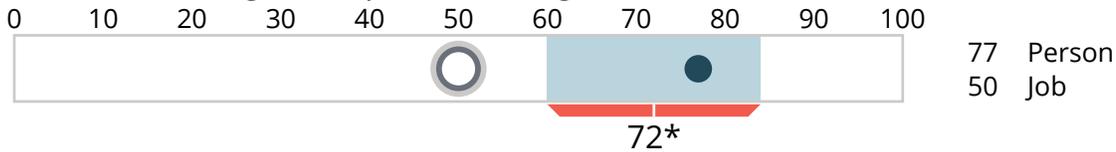
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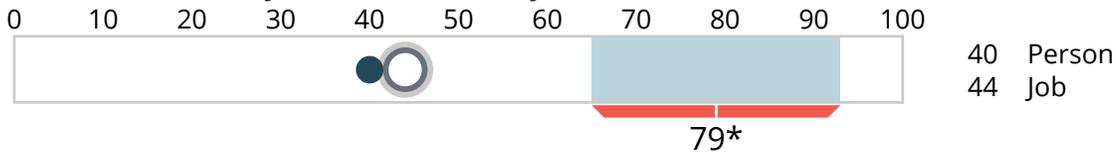


Job Competencies Hierarchy

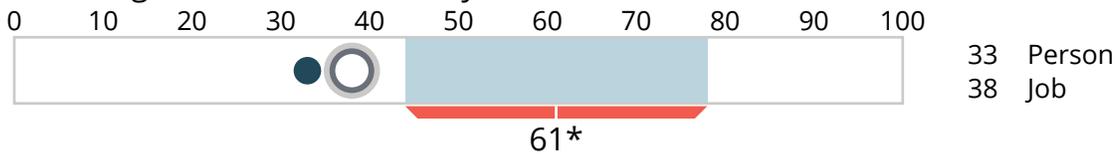
18. Employee Development/Coaching - Facilitating, supporting and contributing to the professional growth of others.



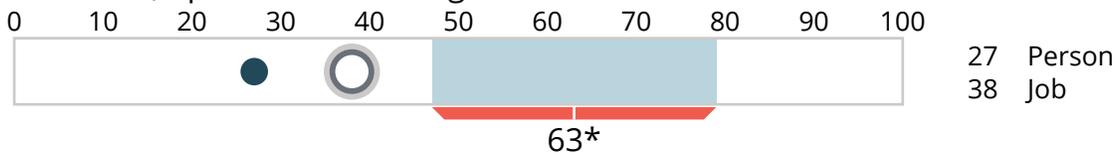
19. Decision Making - Analyzing all aspects of a situation to make consistently sound and timely decisions.



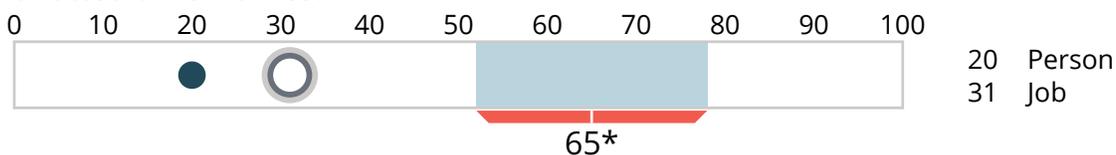
20. Conflict Management - Understanding, addressing and resolving conflict constructively.



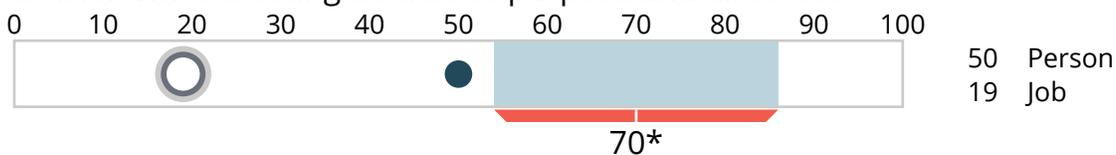
21. Influencing Others - Personally affecting others actions, decisions, opinions or thinking.



22. Time and Priority Management - Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.



23. Leadership - Organizing and influencing people to believe in a vision while creating a sense of purpose and direction.



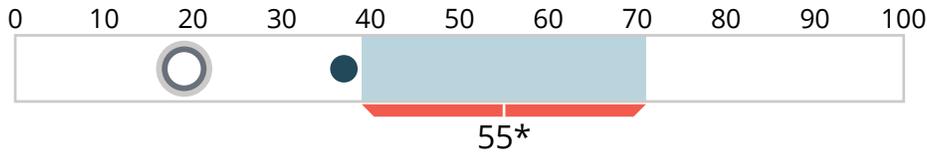
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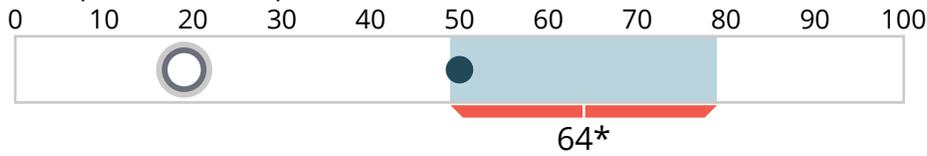
Job Competencies Hierarchy

24. Diplomacy - Effectively and tactfully handling difficult or sensitive issues.



37 Person
19 Job

25. Problem Solving - Defining, analyzing and diagnosing key components of a problem to formulate a solution.



50 Person
19 Job

○ - Job ● - Person

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Comparison Analysis

For Consulting And Coaching



Job Competencies Hierarchy	Zone Range	Person
1. Futuristic Thinking	79 — 100	27 
2. Flexibility	80 — 100	67 
3. Personal Accountability	66 — 84	67 
4. Creativity and Innovation	68 — 85	53 
5. Self Starting	69 — 86	50 
6. Customer Focus	71 — 85	57 
7. Goal Orientation	73 — 100	40 

-  Exact match
-  Fair compatibility
-  Good compatibility
-  Poor compatibility
-  Over-focused

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