



PDAInternational

DISCOVERING & EMPOWERING TALENT

Competencies Report

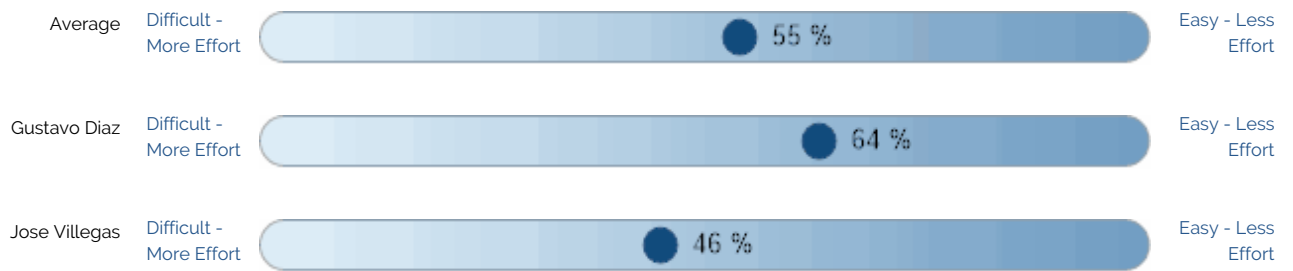
Natural Behavior

This Report is a product of PDA International. PDA International is the leading provider of applied behavioral assessments for the selection, management and development of talent.

PDA International ®
Phone +1 (888) 485-4385
sales@pdainternational.net
www.pdainternational.net

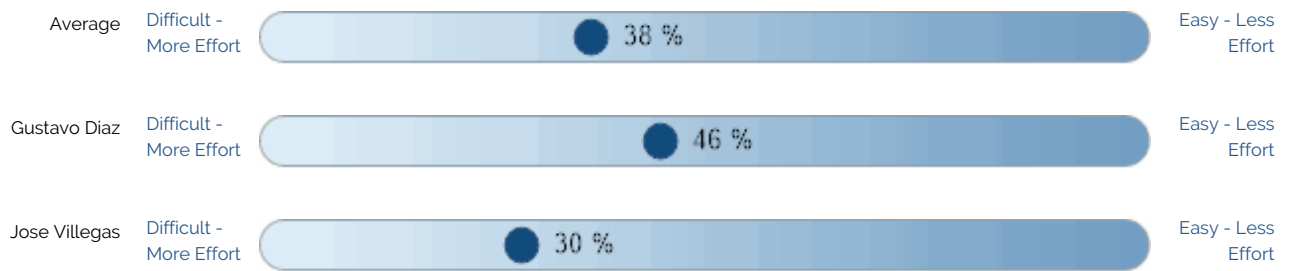
Big-Picture View of the Business

The ability to identify business opportunities and the processes that add value to the business, with a genuine orientation toward financial results. It implies having the skill to assess the impact that different options, policies and procedures can have on the business and being able to identify key issues in complex situations.



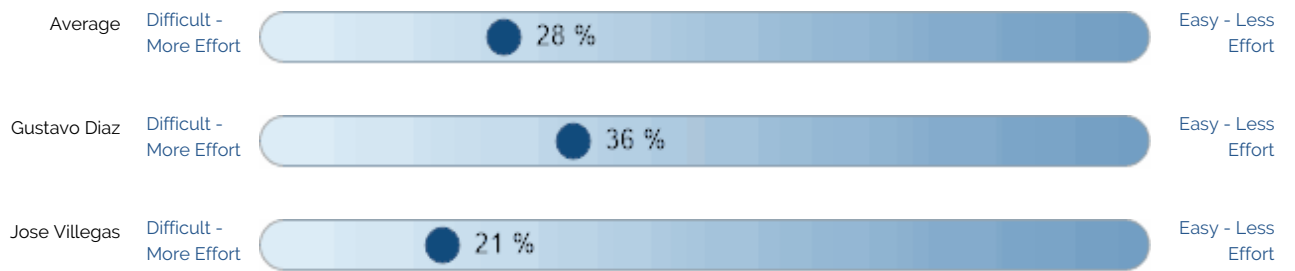
Business Skills

The capacity to close difficult deals, establish long-term and mutually beneficial alliances and business partnerships. It implies identifying with the other side's interests, knowing how to communicate in a timely manner and identifying common areas to produce win-win agreements. It requires the capacity to control emotions in favor of negotiations.



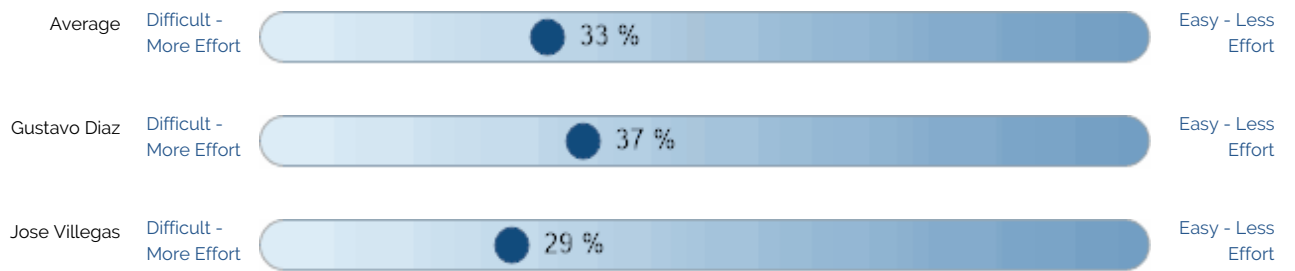
Communication

The capacity to generate and share assertive, timely and two-way communication, adapting verbal and non-verbal language for different audiences, in order to attain established objectives.



Customer-Oriented

The ability to understand and manage relationships with internal customers, promoting and maintaining a solid network of customers and associations. It implies the assurance that the organization/department will honor its business commitments by providing high-quality products and services.



Developing Others

It implies a genuine effort to support the development, involvement and training of others, backed by an appropriate analysis of their needs with the organizational context in mind. It is not about routinely having people attend training classes or programs, but rather a systematic effort to develop others according to those needs.

