



**PDA** *International*

DISCOVERING & EMPOWERING TALENT

## Competencies Report

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### Natural Behaviour

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

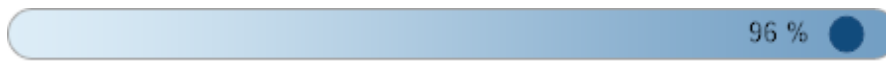
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**IMPORTANT:** Under optimal conditions, the vast majority of individuals may be capable of performing adequately in any of the following competencies. "Optimal conditions" is used to signify a work environment where several of the following conditions are present: good leadership, motivation, recognition, support and training, among many others. We understand that workplace conditions are not always optimal.

## Self-Confidence

The assurance/knowledge that one is capable of doing a good job, completing the assigned mission with the appropriate focus – for the role and the organisation – in order to overcome problems. This includes tackling new and growing challenges with an attitude of confidence in one's own skills, decisions and points of view.

Challenging -  
Requires some  
Effort



96 %

Easy -  
Effortless

## Self-Control

The capacity to stay calm and in control when facing difficult situations in order to achieve personal or organisational objectives. It implies the ability to handle constant stress with energy and motivation.

Challenging -  
Requires some  
Effort



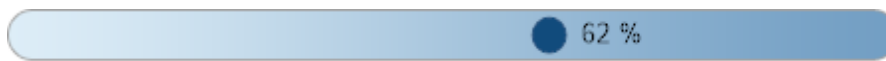
52 %

Easy -  
Effortless

## Strategic Thinking

The ability to identify relationships between situations that are not clearly connected to each other and to build strategies or models; to maintain a big-picture view and identify key issues in complex situations. It includes the use of creative or conceptual reasoning.

Challenging -  
Requires some  
Effort



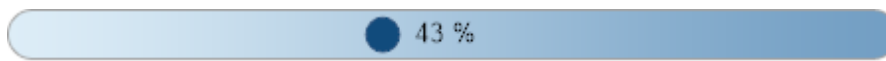
62 %

Easy -  
Effortless

## Teamwork and Cooperation

It implies working in cooperation with others, being part of a team, working together and having a genuine interest in others, as opposed to working individually or competitively. It is the desire to participate and make others participate in a shared vision. Someone with this competency will be able to assemble high-performance work teams and help others through trust, delegation, participation and coaching.

Challenging -  
Requires some  
Effort



43 %

Easy -  
Effortless

It is extremely important and useful to identify an individual's Natural Behavioural Profile in order to allow to predict how much effort these competencies will require. Whether the individual will be able to display them naturally, spontaneously and effortlessly or whether they will require a greater effort because they are not natural to the individual. For example, a "naturally impatient and restless" individual will have to make a greater effort in the "Analytical Skills" competency, while the "Sense of Urgency" competency will be a natural skill and will, therefore, require the least effort.