



10.03.2022

Competencies Report

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.

Scattering Percentages

This section of the report contains the dispersion of competency compatibilities of the selected individuals.

Excellent: Represents individuals who have 81% or greater compatibility between their Natural Profile and the competency. This level indicates an "excellent level of compatibility". This means that these individuals will feel comfortable and that exhibiting the behaviours inherent to this skill won't require much effort from these individuals since they are part of their natural behaviour patterns.

Very good: Represents individuals who have a range of 61% - 80% compatibility between their Natural Profile and the competency. This indicates a "very good" level of compatibility. This means that these individuals will need to make a slight effort to exhibit the behaviours inherent to this competency since they are slightly different from their natural behaviour patterns.

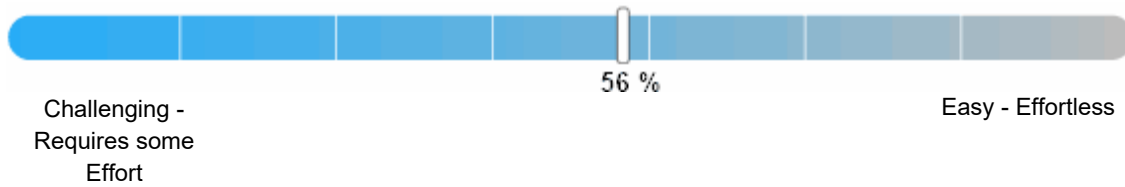
Acceptable: Represents individuals who have a range of 41% - 60% compatibility between their Natural Profile and the competency. This indicates an "acceptable" level of compatibility. This means that these individuals will need to make a certain amount of effort to exhibit the behaviours inherent to this competency since they are comparatively different from their natural behaviour patterns.

Low: Represents individuals who have 40% or lower compatibility between their Natural Profile and the competency. This indicates a "low" level of compatibility. This means that these individuals will need to make significant effort to exhibit the behaviours inherent to this competency since they are not part of their natural behaviour patterns.

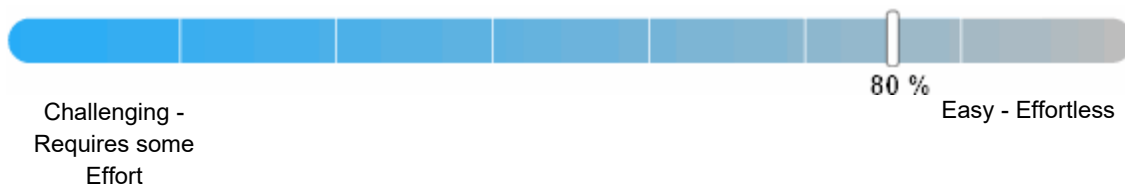
Creative information management

- Seeks, obtains, creates, assesses, organises and shares information in digital contexts.
- Understands the multimodality of new digital channels.
- Uses digital tools for reflective thinking, creativity and innovation.
- Systematises and uses information acquired from multiple sources, using a critical eye and adding value.
- Resolves situations and makes decisions in an assertive way, applying an innovative approach ("out of the box" thinking).

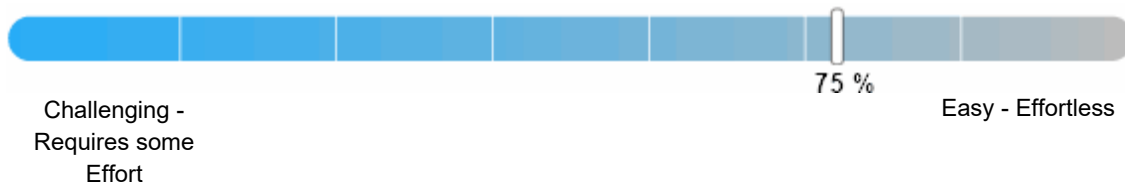
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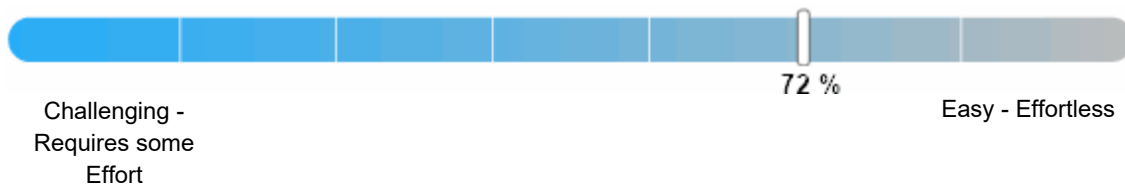
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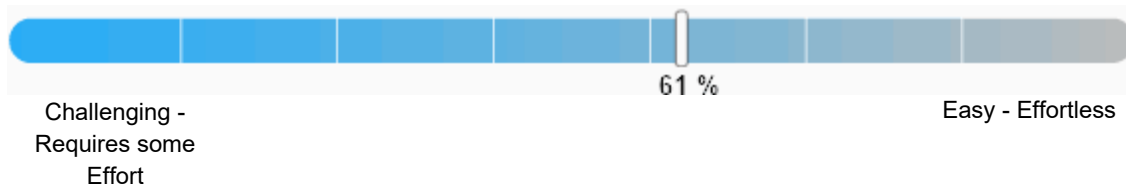
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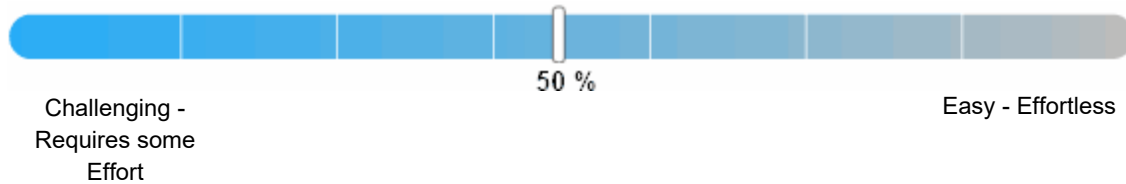
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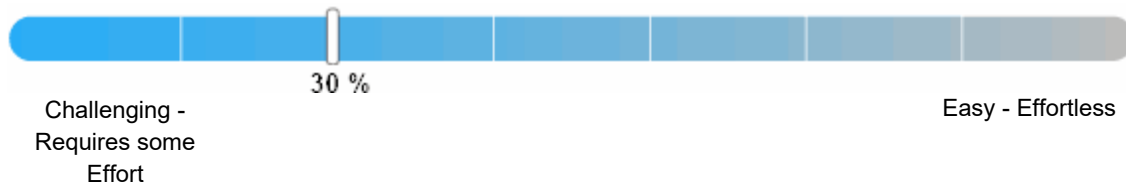
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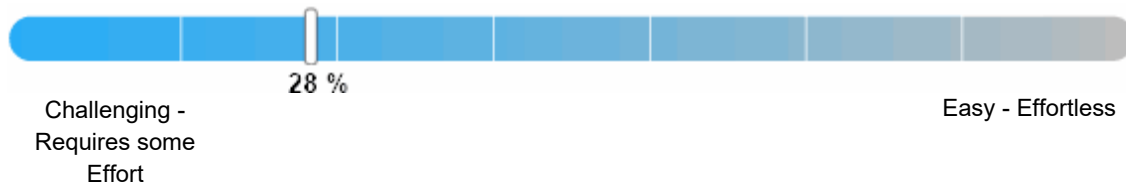
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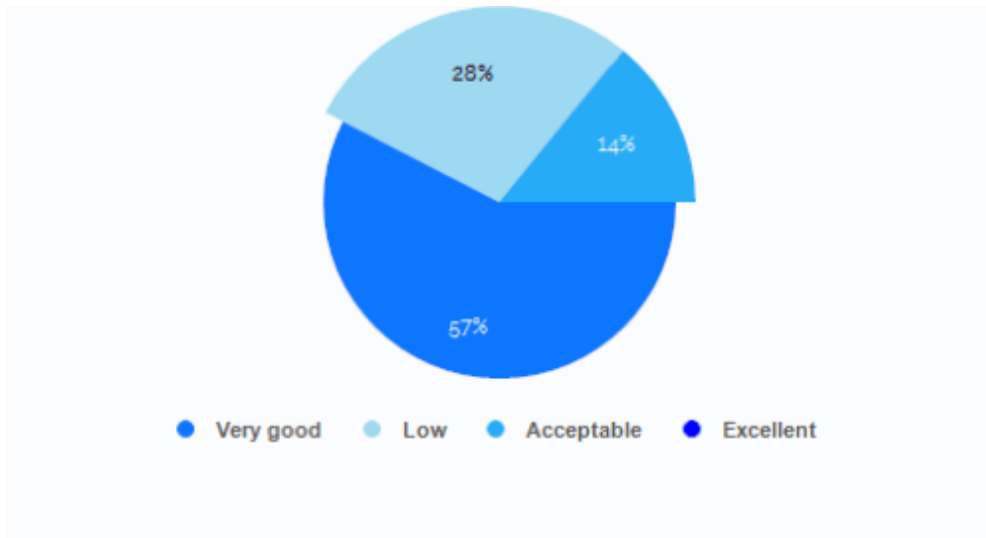
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John Miller



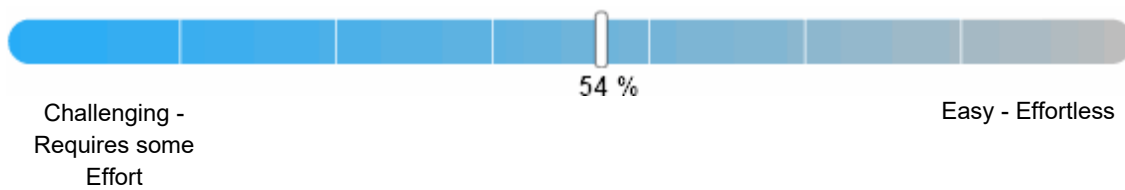
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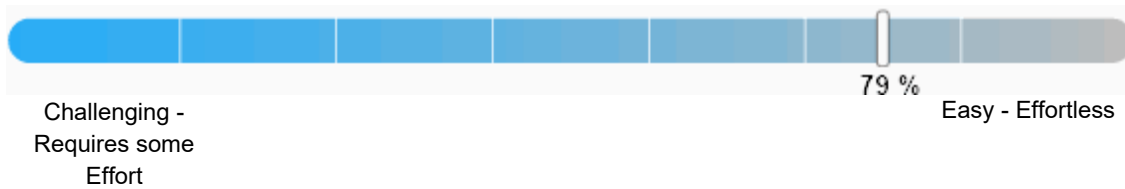
Dynamic collaboration

- Works swiftly in cooperation with others in digital environments.
- Proactively produces and shares collaborative documents online.
- Manages time and resources with a sense of urgency, taking advantage of the immediacy of digital channels.
- Builds quality relationships and sparks interaction in the online communities they belong to.

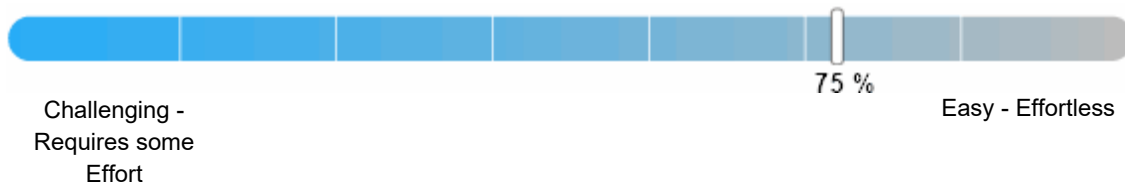
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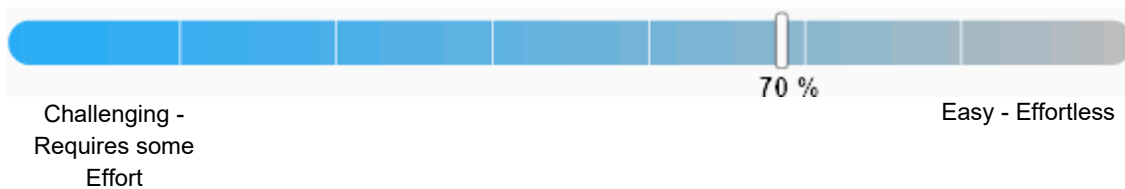
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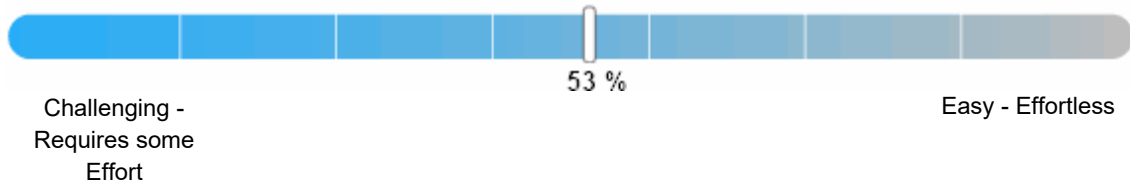
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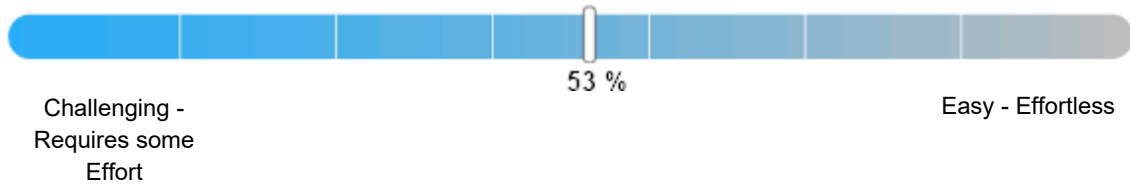
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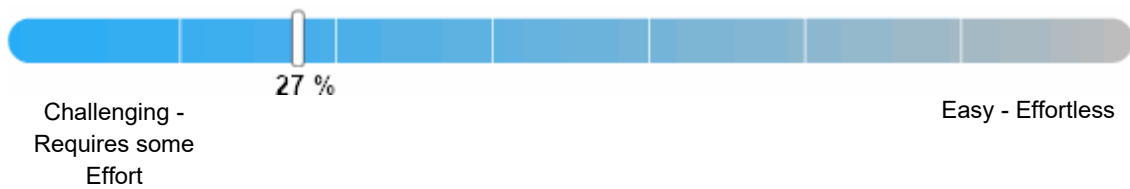
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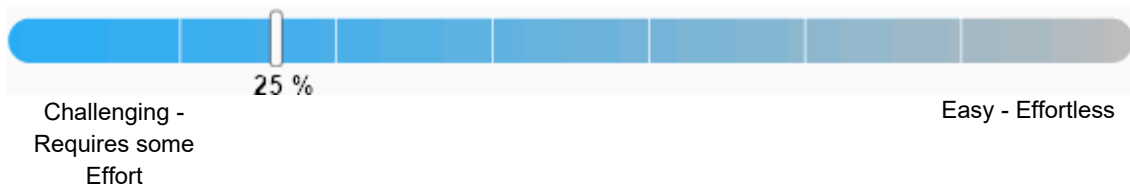
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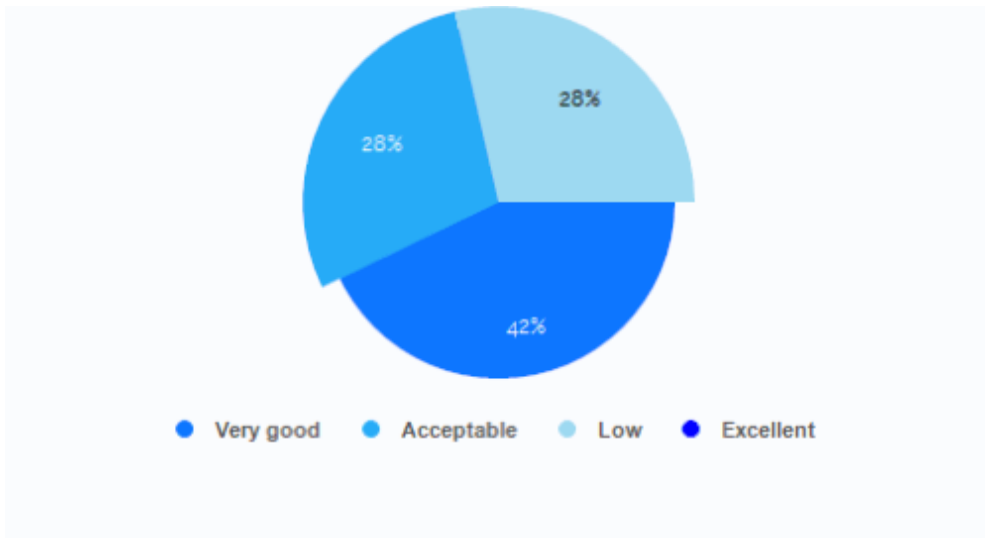
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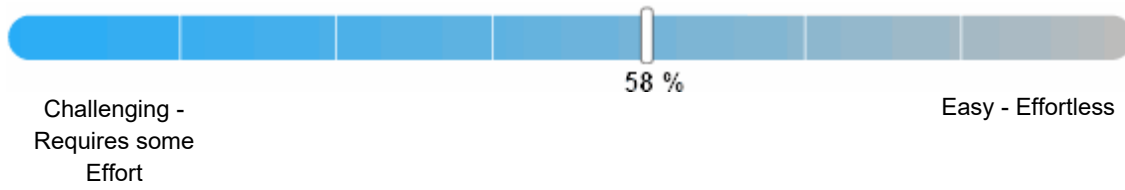
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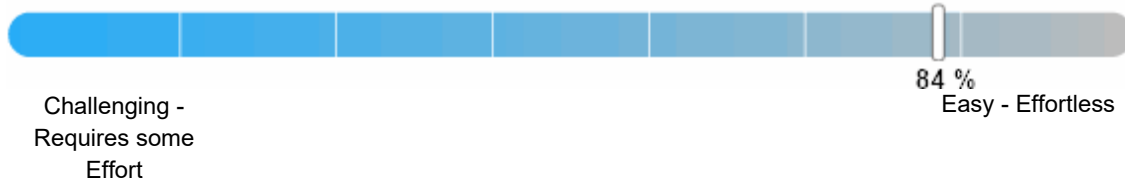
Exponential learning

- Self-manages their own learning using digital tools that broaden their field of action.
- Acts open to reflection and development with digital resources.
- Participates in learning communities.
- Establishes and maintains a network of valuable professional contacts online.
- Quickly adapts and adopts new cutting-edge work methods.

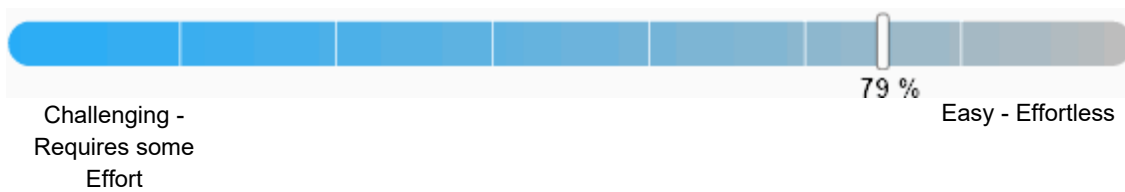
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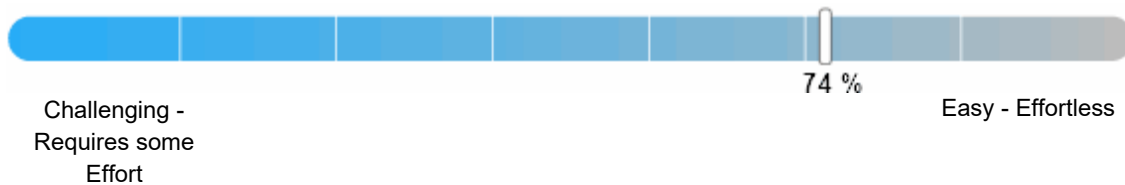
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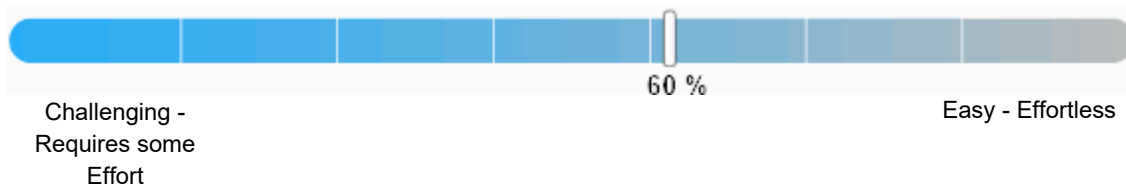
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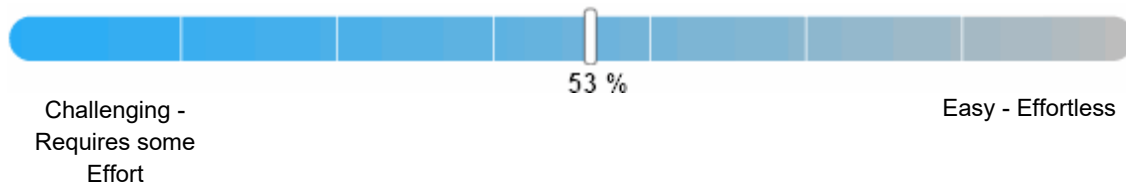
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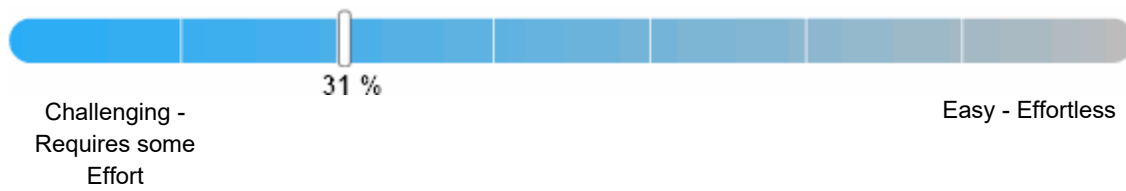
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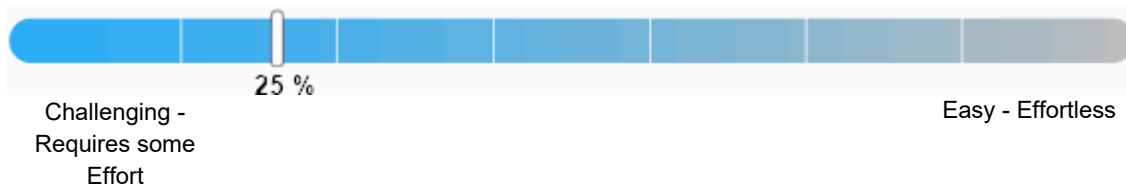
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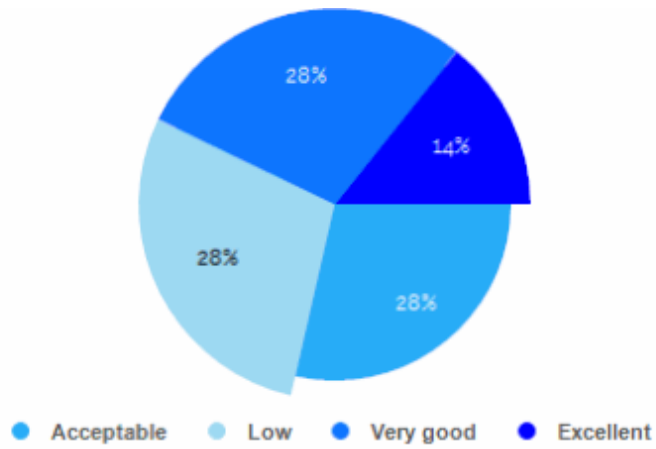
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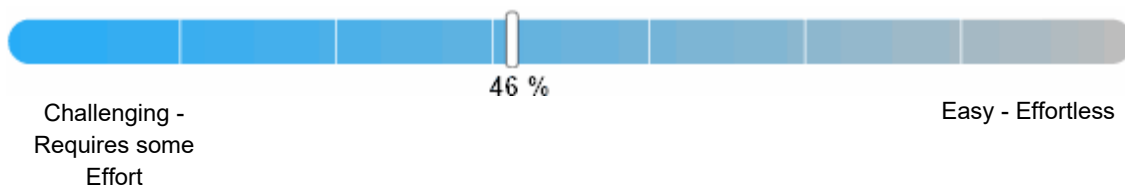
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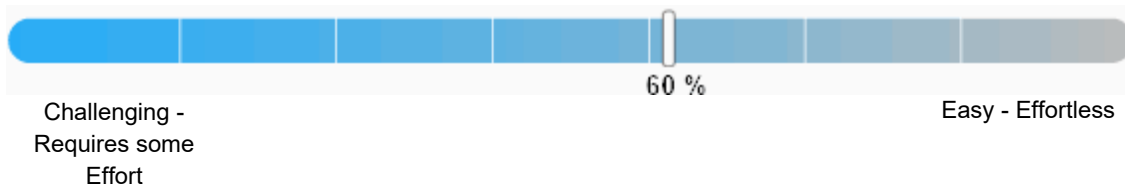
Fluid feedback

- Provides and receives contributions that help refine, modernise or optimise online operations.
- Understands and appreciates different perspectives.
- Acts open to changing their beliefs and behaviours in order to adapt to the demands of the digital world.
- Looks at their own performance as well as that of the team with a critical eye.

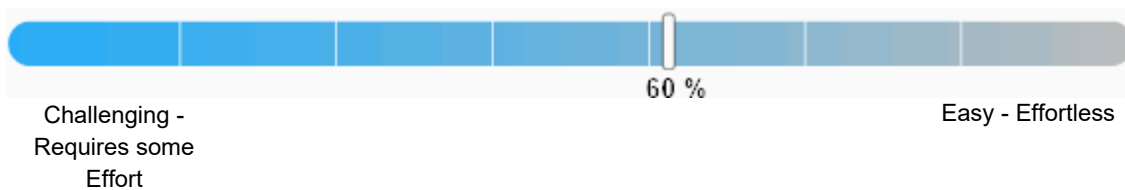
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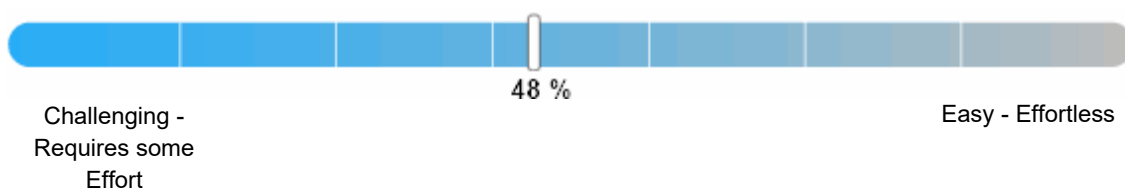
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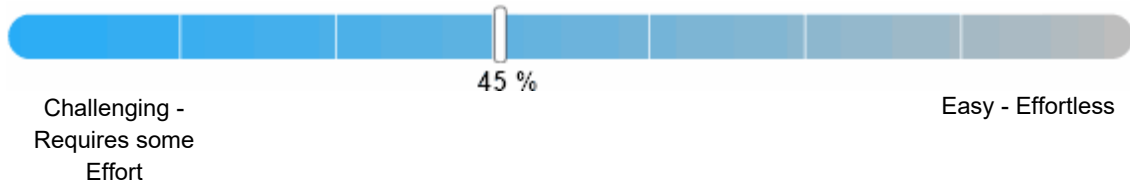
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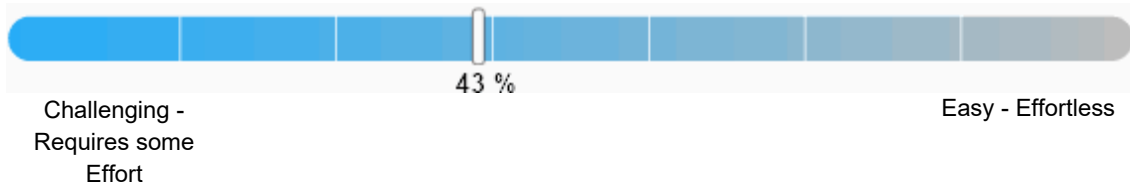
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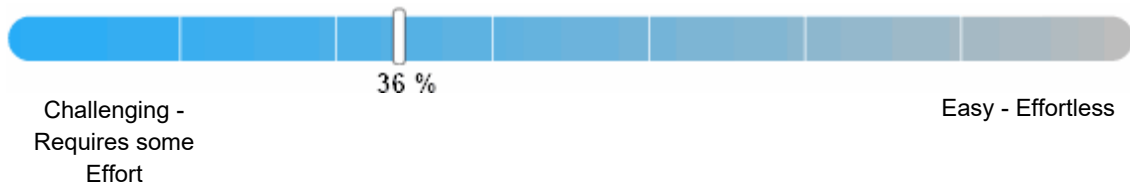
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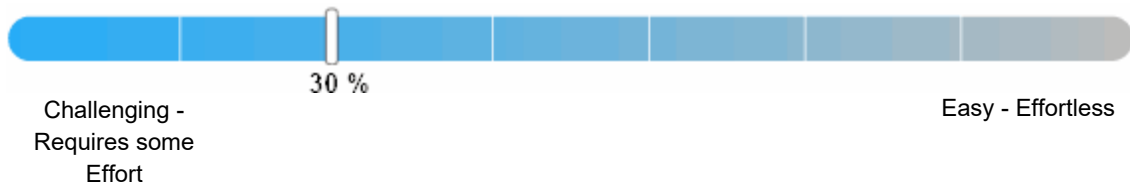
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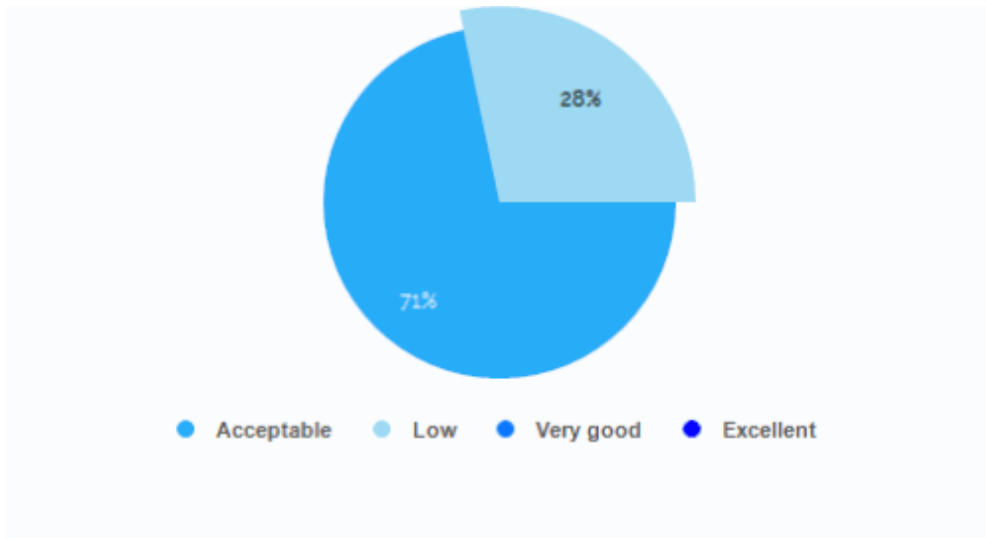
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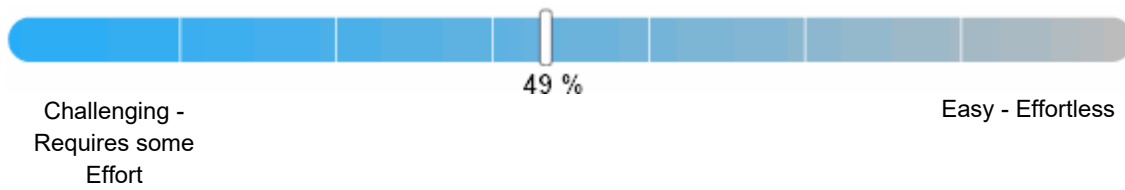
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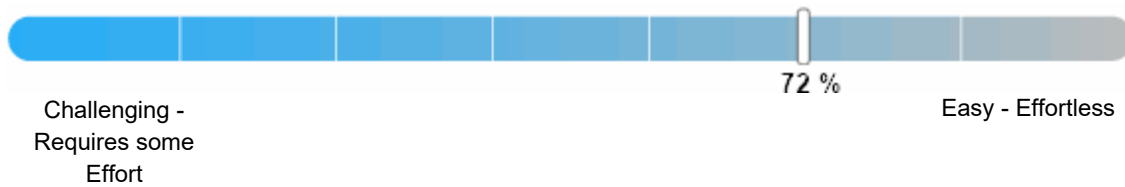
Leadership of web teams

- Directs and coordinates web-based work teams.
- Encourages and influences the collective construction of a shared vision.
- Fosters and facilitates the use of digital tools on their team in order to meet goals.
- Lends support, understanding interactions in virtual groups, managing conflicts and cultivating collaboration.

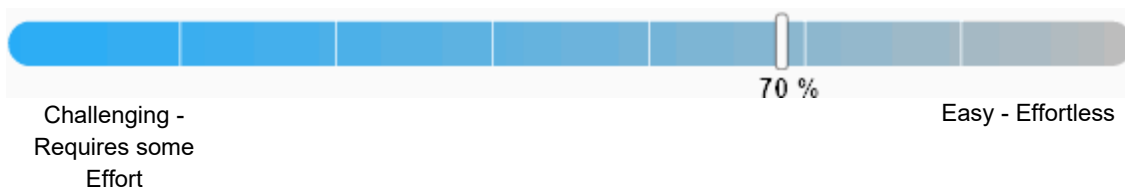
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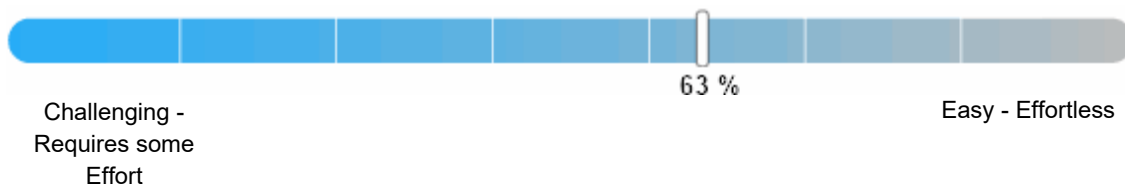
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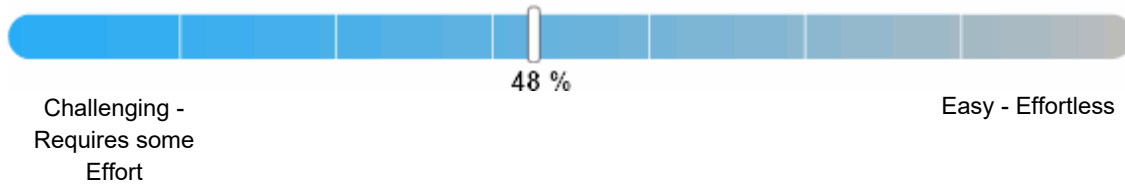
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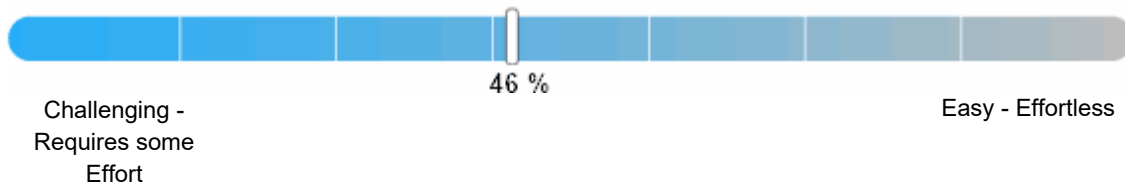
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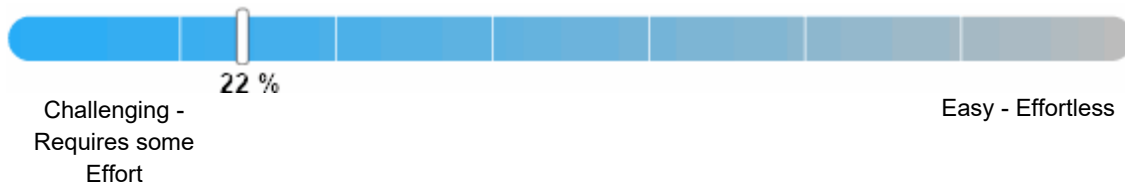
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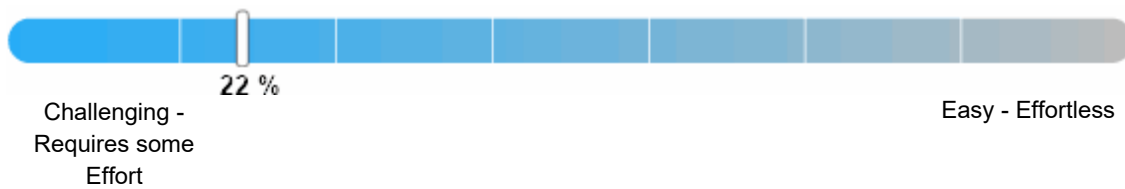
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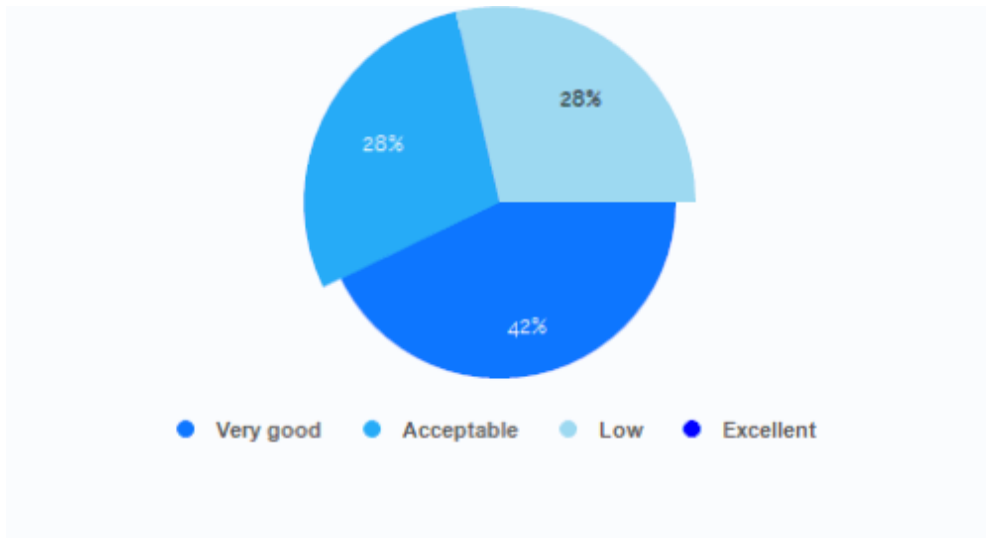
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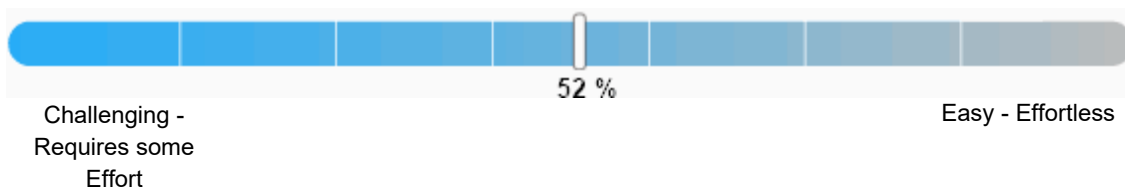
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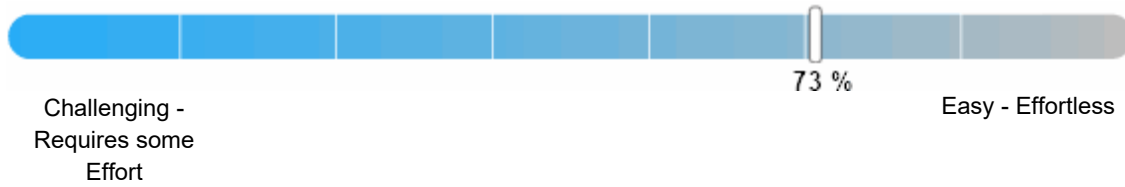
Strategic foresight

- Has a more global outlook on the digital phenomenon and incorporates it into various future scenarios.
- Uses the role of media and web resources to plan and scheme business strategies.
- Pursues concrete actions in order to facilitate the flow of information.
- Stays flexible in order to adapt the conception of the future according to the pace of change.

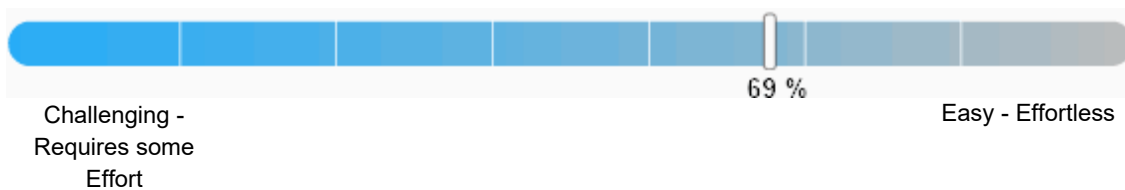
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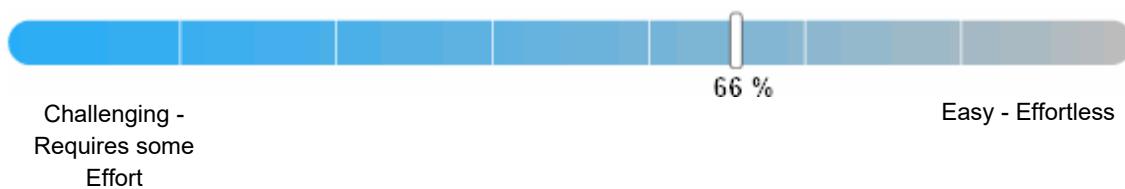
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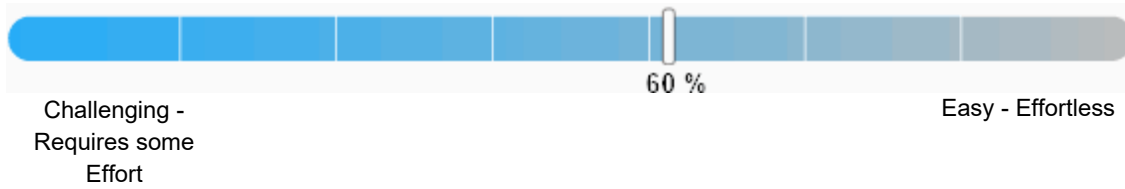
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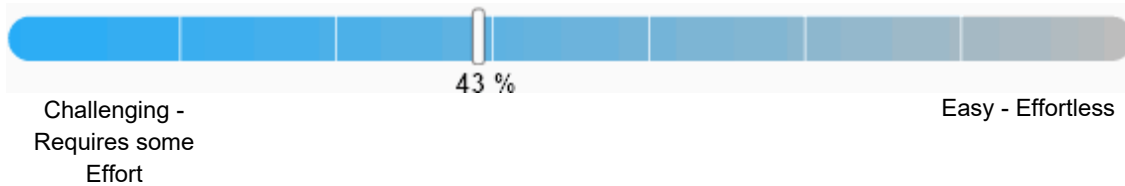
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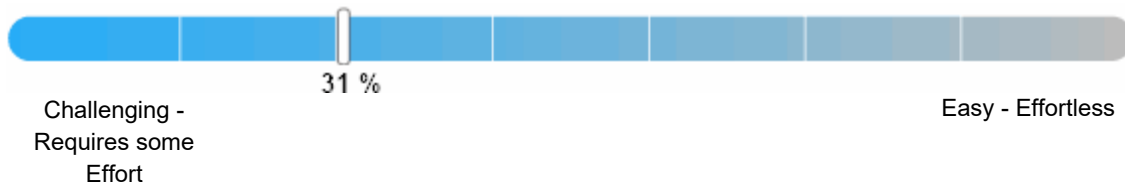
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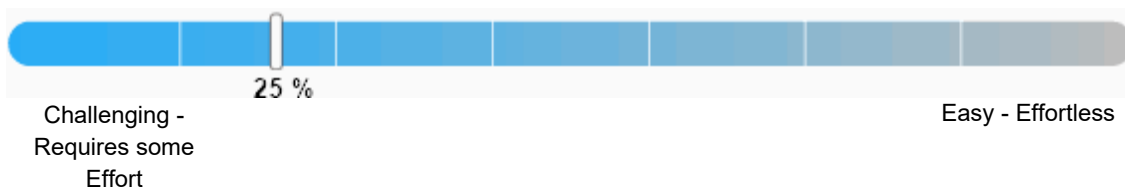
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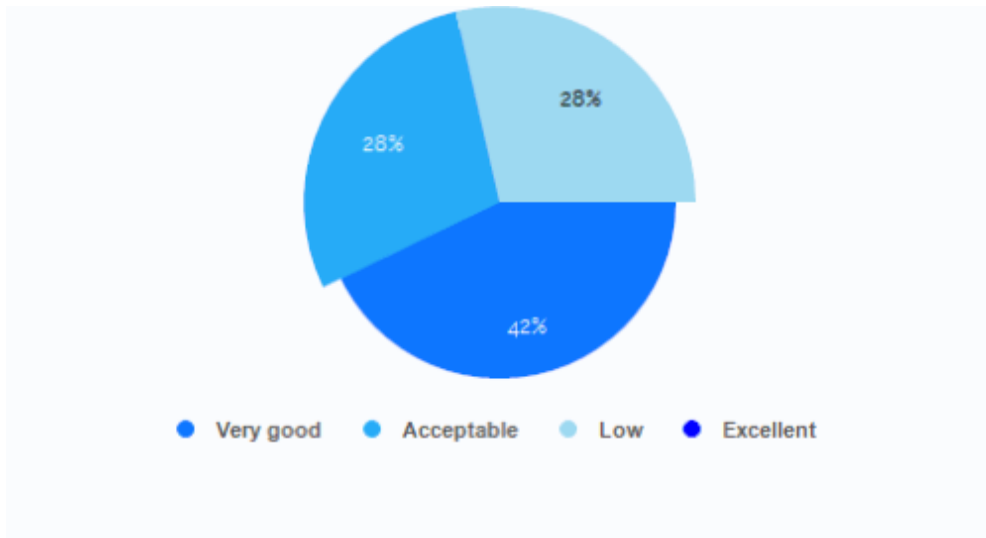
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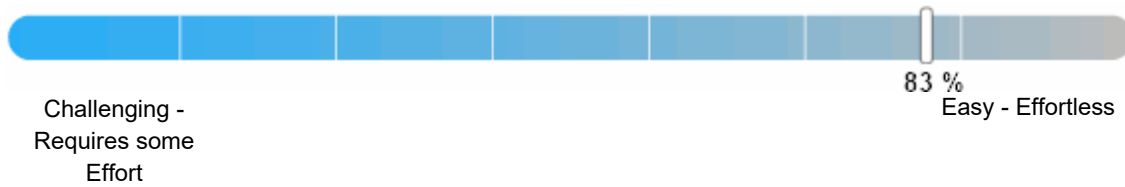
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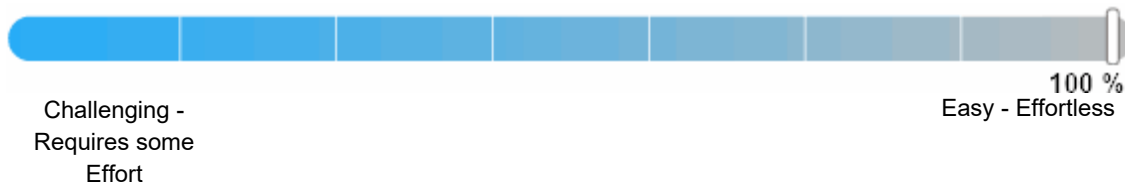
Versatile communication

- Adapts the right virtual channel to transmit different types of information according to the target audience.
- Establishes professional relationships and contacts through digital channels.
- Acts responsibly and ethically on digital channels.
- Uses the web to learn about current needs and to anticipate future customer trends/demands.
- Establishes new channels of participation.

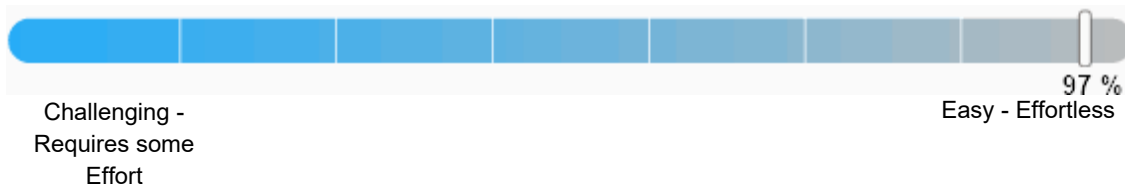
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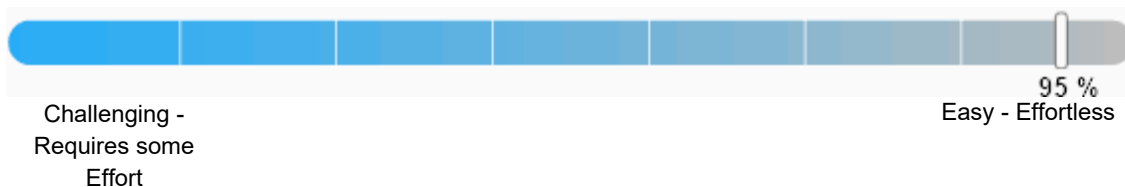
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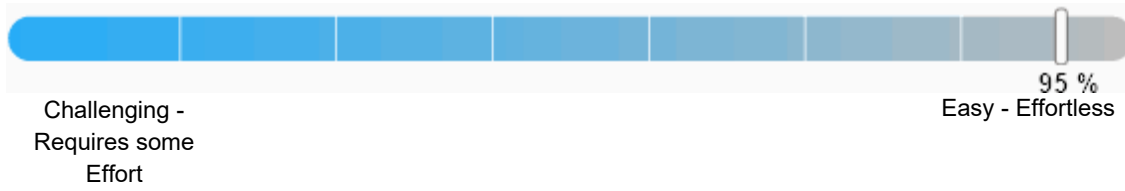
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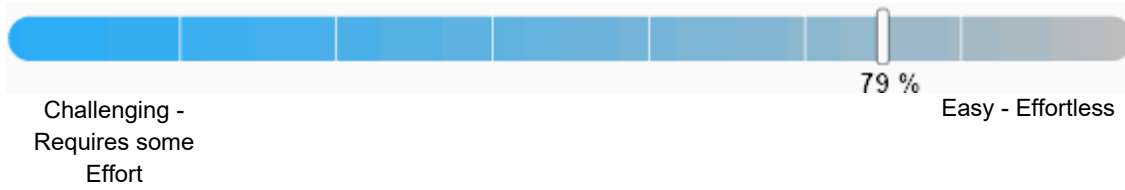
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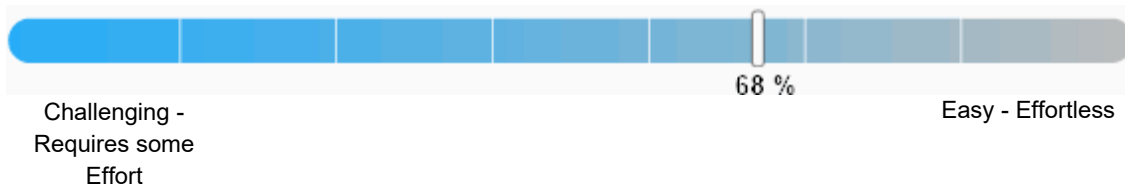
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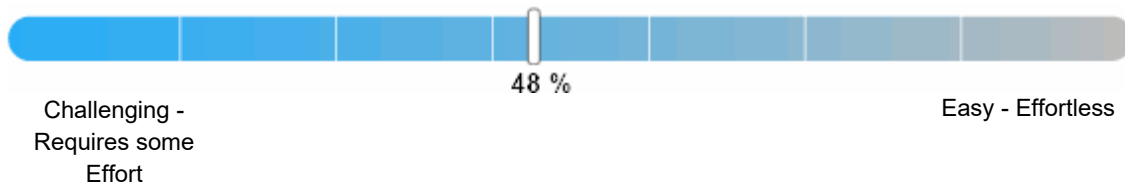
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Scattering Percentages

