

# Identify the talent that best fits each position.

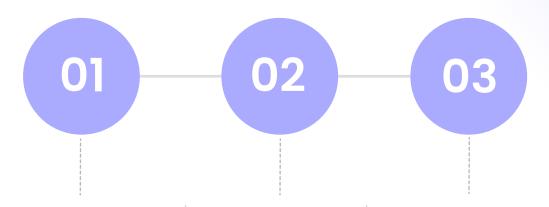
Explore our catalog of positions with defined competencies for different categories.

Agile Call Center Administrative Styles Management Styles

Leadership Styles Sales Styles Engineering

IT Medicine Mining Human Resources

## MODEL OF POSITIONS AGILE



#### **AGILE COACH**

He is expedient, with an urgent desire to produce quick results. He greatly enjoys variety in his work and is creative in his efforts when proposing changes. Willing to take risks, he will actively seek control and power.

#### **PRODUCT OWNER**

He makes decisions without hesitation, based on regularly available information or data. He focuses mainly on the "big picture" and global plans rather than the details.

#### **SCRUM MASTER**

He enjoys responsibility and authority. Applies his interpersonal skills and charisma to persuade. He is very independent and wants considerable freedom to achieve his goals. He has no problem taking risks and has a strong sense of urgency.



### **CALL CENTER**



Spends time with others, knows how to listen, and has a high degree of empathy. Can perform routine or detailed work that requires accuracy and precision. Generally adapts easily, being collaborative, patient, and kind.

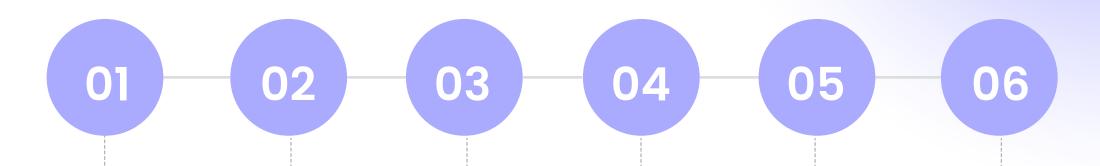
**OPERATOR** 

#### TELEMARKETING EXECUTIVE

Takes risks to achieve his goals and goes in search of his objectives rather than waiting for them to happen. Motivated by authority, challenges, and freedom to act. He does not focus on minor details but is oriented towards the big picture.



### **ADMINISTRATIVE STYLES**



#### TECHNICAL SPECIALIST

Works in an orderly, accurate, precise manner with attention to detail. Has good skills in identifying and diagnosing problems and variations in performance.

Tends to collect a lot of detailed data and information.

#### ADMINISTRATIVE IMPLEMENTER

Quickly adapts to changing tasks and situations. Will try to fit many activities and tasks into the time available. Always looking to change and improve current processes and results.

### **DEMANDING ADMINISTRATIVE**

Open to diversity, change, and variety, but simultaneously seeks perfection. Can dedicate himself to a wide variety of tasks that require attention to data and the application of specialized knowledge.

### ADMINISTRATIVE ASSISTANT

Spends time with others, knows how to listen, and has a high degree of empathy. Can perform routine or detailed work that requires accuracy and precision. Generally adapts easily, being collaborative, patient, and kind.

### PROACTIVE ADMINISTRATIVE

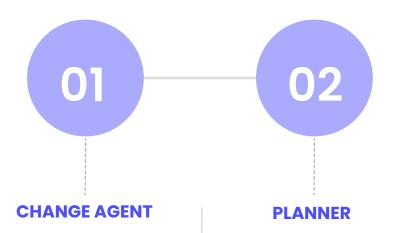
Enjoys responsibility and authority. Applies his interpersonal skills and charisma to persuade. He is very independent and wants considerable freedom to achieve his goals. He has no problem taking risks and has a strong sense of urgency.

#### GENERAL ADMINISTRATIVE

Applies listening and comprehension skills effectively. Has a methodical way of thinking and prefers clear and consistent operating procedures. Approaches problems and decisions cautiously.



### **MANAGEMENT STYLES**



Has a logical and analytical approach to problem-solving. Highly reliable and disciplined, evaluating circumstances systematically and logically.

Solves problems through intensive and thorough analysis. Objective, calm, stable, and persistent in his approach to tasks. Motivated by complex and challenging tasks that require deep analysis.



### LEADERSHIP STYLES



### ADMINISTRATIVE LEADER

Applies listening and comprehension skills effectively. Has a methodical way of thinking and prefers clear and consistent operating procedures. Approaches problems and decisions cautiously.

#### **TECHNICAL LEADER**

Works in an orderly, accurate, precise manner with attention to detail. Has good skills in identifying and diagnosing problems and variations in performance. Tends to collect a lot of detailed data and information.

#### PROACTIVE LEADER

Enjoys responsibility and authority. Applies his interpersonal skills and charisma to persuade. He is very independent and wants considerable freedom to achieve his goals. He has no problem taking risks and has a strong sense of urgency.

#### **DYNAMIC LEADER**

Applies listening and comprehension skills effectively. Has a methodical way of thinking and prefers clear and consistent operating procedures. Approaches problems and decisions cautiously.

#### **COACH LEADER**

Works in an orderly, accurate, precise manner with attention to detail. Has good skills in identifying and diagnosing problems and variations in performance. Tends to collect a lot of detailed data and information.

#### NEGOTIATOR LEADER

Independent in thought and action. Has the ability to communicate and will use his verbal ease, self-confidence, and persuasive skills to mediate between people or conflicting parties.

#### IMPLEMENTING LEADER

Enjoys challenging tasks and emphasizes using facts and logic to tackle complex challenges. While operating according to norms and procedures, he is independent of others.



### **SALES STYLES**



#### **CONVINCING COMMERCIAL**

Independent in thought and action. Has the ability to communicate and will use his verbal ease, self-confidence, and persuasive skills to mediate between people or conflicting parties.

### DYNAMIC COMMERCIAL

Expeditious, with an urgent desire to produce quick results. Enjoys variety in his work and is creative in his efforts to propose changes. Willing to take risks, actively seeks control and power.

### PROACTIVE COMMERCIAL

Enjoys responsibility and authority. Applies his interpersonal skills and charisma to persuade. He is very independent and wants considerable freedom to achieve his goals. He has no problem taking risks and has a strong sense of urgency.

### TECHNICAL COMMERCIAL

Works in an orderly, accurate, precise manner with attention to detail. Has good skills in identifying and diagnosing problems and variations in performance. Tends to collect a lot of detailed data and information.

### IMPLEMENTING COMMERCIAL

Enjoys challenging tasks and emphasizes using facts and logic to tackle complex challenges. While operating according to norms and procedures, he is independent of others.

### CUSTOMER SERVICE COMMERCIAL

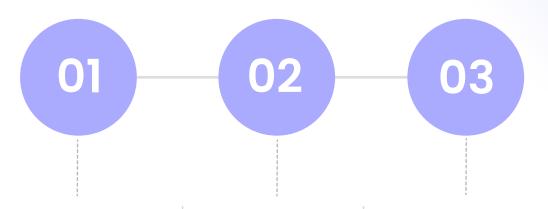
Oriented towards people and enjoys teamwork, with a non-antagonistic diplomatic style. Knows how to listen carefully and feels a lot of empathy. Prefers to dedicate himself to one task at a time and approach situations consistently.

#### COMMERCIAL ADVISOR

Spends time with others, knows how to listen, and has a high degree of empathy. Can perform routine or detailed work that requires accuracy and precision. Generally adapts easily, being collaborative, patient, and kind.



### **ENGINEERING**



### PROJECT ENGINEERING

Makes decisions without hesitation, based on regularly available information or data.
Focuses mainly on the "big picture" and global plans rather than the details.

#### PROCESS ENGINEERING

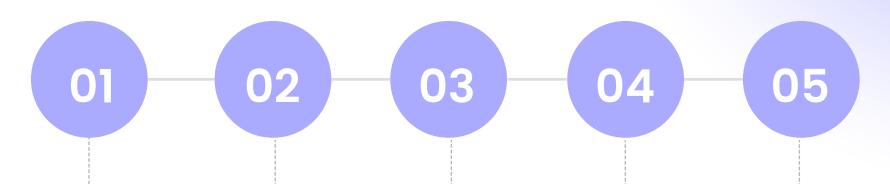
Skilled in logical and analytical thinking.
Reflective and introspective, will think matters and problems thoroughly. Prefers doing things rather than delegating to others as he actively seeks control and power in all situations.

### INDUSTRIAL ENGINEERING

Approaches problems and decisions in a reflective and focused manner. Has good listening skills and a lot of empathy. Effective due to his systemic approach and analysis of facts and data.



### IT



#### **CREATIVE DEVELOPER**

Quickly adapts to changing tasks and situations. Will try to fit many activities and tasks into the available time. Always looking to change and improve current processes and results.

### RESEARCHER DEVELOPER

Has a logical and analytical approach to problem-solving. Highly reliable and disciplined, evaluating circumstances systematically and logically.

#### **PROGRAMMER**

Works in an orderly, accurate, precise manner with attention to detail. Has good skills in identifying and diagnosing problems and variations in performance. Tends to collect a lot of detailed data and information.

#### TECHNICAL SUPPORT

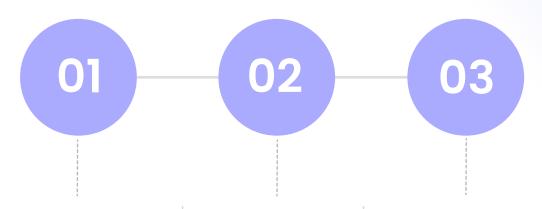
Has a logical and analytical approach to problem-solving. Highly reliable and disciplined, evaluating circumstances systematically and logically.

#### PROJECT MANAGER

Makes decisions without hesitation, based on regularly available information or data. Focuses mainly on the "big picture" and global plans rather than the details.



### **MEDICINE**



#### MEDICAL SALES REPRESENTATIVE

Enjoys responsibility and authority. Applies his interpersonal skills and charisma to persuade. He is very independent and wants considerable freedom to achieve his goals. He has no problem taking risks and has a strong sense of urgency.

### SPECIALIST MEDICAL

Has a logical and analytical approach to problem-solving. Highly reliable and disciplined, evaluating circumstances systematically and logically.

#### MEDICAL DIRECTOR/ HEAD OF SERVICE

Makes decisions without hesitation, based on regularly available information or data. Focuses mainly on the "big picture" and global plans rather than the details.



# MODEL OF POSITIONS MINING



#### **INSPECTOR ENGINEER**

Skilled in logical and analytical thinking.
Reflective and introspective, will think matters and problems thoroughly. Prefers doing things rather than delegating to others as he actively seeks control and power in all situations.



### **HUMAN RESOURCES**



#### INTUITIVE GENERALIST

Confident, self-assured, and independent. Prefers to develop his own thoughts and opinions.

Well-developed communication skills to relate to people, influence, and persuade others.

#### RECEPTIVE GENERALIST

Applies listening and comprehension skills effectively. Has a methodical way of thinking and prefers clear and consistent operating procedures. Approaches problems and decisions cautiously.

#### **CREATIVE GENERALIST**

Makes decisions without hesitation, based on regularly available information or data. Focuses mainly on the "big picture" and global plans rather than the details.

#### **CONCRETE GENERALIST**

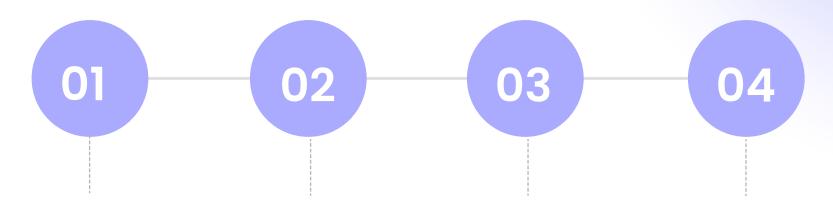
Quickly adapts to changing tasks and situations. Will try to fit many activities and tasks into the available time. Always looking to change and improve current processes and results.

#### **SOFT ANALYST**

Skilled in logical and analytical thinking.
Reflective and introspective, will think matters and problems thoroughly. Prefers doing things rather than delegating to others as he actively seeks control and power in all situations.



### **PUESTOS BANCARIOS**



### TREASURER/ CASHIER RECEPTIVE

Effectively applies listening and comprehension skills. Has a methodical way of thinking and prefers clear and consistent operating procedures.

Approaches problems and decisions with caution.

#### ACCOUNT OFFICER PROACTIVE

Enjoys responsibility and authority.
Applies interpersonal skills and
charisma to persuade. Is very
independent and wants
considerable freedom to achieve his
goals.It's not afraid to take risks and
have a strong sense of urgency.

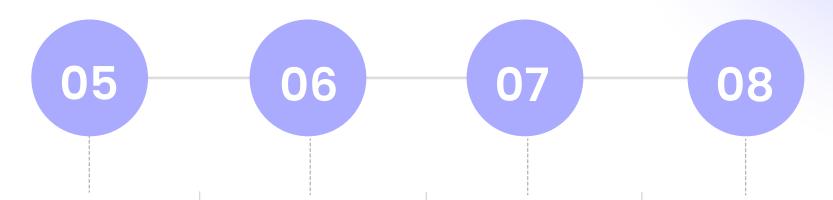
#### ACCOUNT OFFICER PROACTIVE

Is expeditious, with an urgent desire to produce quick results. Enjoys variety in his work and is creative in his efforts to propose changes. Willing to take risks, will actively seek control and power.

#### ACCOUNT OFFICER PROMOTER

Is by nature very sociable and friendly, interested in meeting and relating to a wide variety of people, and concerned with making a good impression. Is independent and an active speaker, but will avoid confrontational situations.

### **PUESTOS BANCARIOS**



### BRANCH MANAGER CONCRETE

Makes decisions without hesitation, based on regularly available information or data. Focuses primarily on the "big picture" and overall plans, rather than the details.

### BRANCH MANAGER CONVINCING

Spends time with others, is a good listener and has a high degree of empathy. Can perform work, whether routine or detailed, that requires accuracy and precision. Generally adaptable, collaborative, patient and friendly.

### BRANCH MANAGER AUDACIOUS

Takes risks to achieve his goals and goes after his objectives rather than waiting for them to happen. Is motivated by authority, challenge and freedom to act. Will not focus on minute details but is oriented toward the big picture.

#### OPERATING SUPERVISOR DYNAMIC

Is expeditious, with an urgent desire to produce quick results. Enjoys variety in his work and is creative in his efforts to propose changes. Willing to take risks, will actively seek control and power.



