

COMPETING COMPETENCIES

These competency pairs compete with one another in your competency profile:



INTEGRITY VS. ORGANISATIONAL SENSITIVITY

Integrity is about being compliant towards company rules, as well as being candid and straightforward. **Organisational Sensitivity** is focused on being selective about the information shared with others, and being sensitive about who has access to information.

FLEXIBILITY VS. RESULT-ORIENTED

People who are **Result-oriented** tend to be both competitive and self disciplined. They may also be cautious when creating plans to achieve their goals. **Flexibility** relies on the opposite approach: being impulsive and taking action, despite there being no plan in place.



ADAPTABILITY VS. ASSERTIVENESS

Scoring high on **Adaptability** means that the person tends to adapt to the needs of others, and is typically modest and compliant. **Assertiveness** implies the opposite behaviour: being outspoken and self-directed.



SERVICE-ORIENTED VS. DIRECTING

Individuals who are high on the competency of **Service-oriented** tend to be less dominant and more focused on serving others. The main focus of **Directing** is to be dominant and take control of a team/situation.



INITIATIVE VS. PLANNING

People who are more cautious tend to be better at **Planning**. On the other hand, **Initiative** implies taking action in response to a situation, without feeling the need to be cautious.

