

# SCORE OVERVIEW

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NORM: International norm

|             |  |   |
|-------------|--|---|
| PEOPLE      | <b>INFLUENCE</b> <ul style="list-style-type: none"> <li>• Prefers to let others lead the way</li> <li>• Naturally engages in conversation with others</li> <li>• Does not mind being the centre of attention</li> </ul>    | 4 |
|             | <b>RESILIENCE</b> <ul style="list-style-type: none"> <li>• Can lose composure when frustrated</li> <li>• Finds it challenging to stay calm under pressure</li> <li>• Has difficulty dealing with stressful work</li> </ul> | 3 |
|             | <b>COOPERATION</b> <ul style="list-style-type: none"> <li>• Is available for colleagues if needed</li> <li>• Is sociable</li> <li>• Believes most people are honest</li> </ul>   | 3 |
| OPERATIONS  | <b>EFFICIENCY</b> <ul style="list-style-type: none"> <li>• Prefers a calm work pace</li> <li>• Is less driven by goal attainment</li> <li>• Sometimes puts off tasks</li> </ul>  | 3 |
|             | <b>DELIVERY</b> <ul style="list-style-type: none"> <li>• Is less bothered by disorder</li> <li>• Prefers to avoid having to spend time on details</li> <li>• Is less concerned with quality standards</li> </ul>           | 2 |
|             | <b>COMPLIANCE</b> <ul style="list-style-type: none"> <li>• Is less conscientious</li> <li>• Is likely to be genuine</li> <li>• Can be straightforward</li> </ul>   | 1 |
| EXPLORATION | <b>AGILITY</b> <ul style="list-style-type: none"> <li>• Is open to new knowledge when necessary</li> <li>• Prefers work of less complexity</li> <li>• Can be unsure of own ability to learn quickly</li> </ul>             | 2 |
|             | <b>INNOVATION</b> <ul style="list-style-type: none"> <li>• Enjoys to stick with the known</li> <li>• Is less likely to actively challenge the existing</li> <li>• Willingly takes risks</li> </ul>                         | 4 |