



AVP: Mapping Job Competencies to Traits & Values

WPP	Will this person be managing a team, project or program? How important is it to follow direction from others?	Non-Dominant - Dominant
	How lofty are the goals ? Does the organization offer growth & advancement ?	Contented - Achievement-Focused
	How much daily stress & pressure will this person be under? Does this position require a high degree of vigilance ?	Reactive - Calm
	How much interaction with others is required? Does this position involve a lot of independent work ?	Reserved - Outgoing
	How much focus is there on helping others ? How important is clear & straightforward communication ?	Direct - Empathetic
	How important is planning & organizing to the role? Does this position require flexibility & improvisation ?	Spontaneous - Regimented
	How structured are the duties & responsibilities? Does your organization undergo constant change ?	Conventional - Open-Minded

WVA	How important is unequivocally high standards of ethics ? Is it acceptable to be somewhat rebellious ?	Integrity
	How important is punctuality & strict adherence to deadlines ? Do you need someone who is flexible with plans & timelines?	Responsibility
	In your culture, is it important to act on feedback from others? How important is it to critically assess suggestions & feedback?	Coachability
	In your culture, how important is an optimistic disposition ? How important is it to point out potential downsides or risks ?	Positive Attitude
	Do you need someone who can be confrontative & assertive ? How important is it to avoid conflict at all costs?	Aggression Control
	In your culture, how important is information sharing ? How important are boundaries & discretion in your company?	Open Communication

SQ	How important is it to always comply with rules & guidelines? Is it acceptable to question rules & authority ?	Resistant - Accommodating
	How often will unpredictable or high-pressure situations arise? How important is it to respond quickly to safety risks?	Anxious - Calm
	Does the role require correcting or reporting unsafe behavior? How important is it to control one's temper ?	Impatient - Patient
	Does this role involve high variability and stimulation ? Does the position primarily include routine or repetitive driving?	Distractible - Focused
	Is it always better to thoroughly evaluate consequences & risks? Is it better to make quick decisions even if they may be wrong?	Impulsive - Cautious
	Are dangerous conditions inherent to the role? How important is it to avoid risk-taking at all costs?	Thrill-Seeking - Apprehensive