



# Mapping Job Competencies to Traits & Values

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

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

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