Mapping Job Competencies to Traits, Values & Abilities

WPP

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

WVA

Questions	Trait
How important are unequivocally high standards of **ethics**? Is it acceptable to be somewhat **rebellious** in your organization?	**Conformity**
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**?	**Positivity**
How important is it to **avoid conflict** at all costs? Do you need someone who can be **confrontative** & **assertive**?	**Aggression Control**
In your culture, how important is **information sharing**? How important are **boundaries** & **discretion** in your company?	**Open Communication**

DSQ

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

CQ

Questions	Trait
Does this role involve reading & **interpreting written material**? How important is **well-written communication**?	**Language Comprehension**
Will this person be required to make **quick mental calculations**? Does this role involve interpreting **numerical data**?	**Numerical Skills**
Does this position involve **mechanical** problem solving? Will this person be required to follow **flowcharts** & **diagrams**?	**Spatial Skills**