



Mapping Job Competencies to Traits & Values

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

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

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