

Mapping Job Competencies to Traits, Values & Abilities

WPP	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

How important are unequivocally high standards of ethics ? Is it acceptable to be somewhat rebellious in your organization?	Conformity	WVA
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	

SQ	How important is it to always comply with rules & procedures? 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 tasks?	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

Does the role involve interpreting complex written or oral material ? How important is making correct judgements using logic ?	Verbal Reasoning Ability	BR
Will this person be required to make decisions based on calculations ? Does the role involve interpreting complex numerical data ?	Numerical Reasoning Ability	