

7-D PROFILE

7 KEY PERFORMANCE INDICATORS (KPI)

Assessment of ability and skill level required for supervision/management positions



Self-Diagnostic Tool

of 35 skills resulting from the analysis of

110 attitudes &

110 behaviours

7-D PROFILE

7 KEY PERFORMANCE INDICATORS (KPI)

7 Dimensions

35 Skills

1. VISION/INVENTIVENESS/INGENUITY This dimension refers to a person's imagination, ingenuity and independence, i.e. a person's ability to find his or her own solutions, to move beyond the thinking stage, and consequently, to take action in order to confirm his or her hypotheses and solve any problems that arise.

- 1.1 *Vivid imagination*
- 1.2 *Ingenuity*
- 1.3 *Independence*
- 1.4 *Quest for usefulness*

2. FOCUS ON RESULTS This dimension shows a person's determination to firmly commit to a specific action and to welcome challenges in order to effectively meet the stated objectives; this is, in fact, a source of satisfaction and pride. The person's sense of responsibility, discipline and intense concentration are signs of a deep respect for his or her commitments.

- 2.1 *Proactive attitude*
- 2.2 *Focus on objectives*
- 2.3 *Focus on effectiveness*
- 2.4 *Commitment*
- 2.5 *Pride*

3. ABILITY TO ORGANIZE WORK This dimension highlights a person's ability to be rational, analytical and continually concerned about the efficiency of his or her actions by constantly striving to use a minimum amount of resources to reach his or her objectives. To do so, the person must distinguish between essential and non-essential elements and identify what is important.

- 3.1 *Analysis ability*
- 3.2 *Rationality*
- 3.3 *Focus on efficiency*

4. ABILITY TO ADAPT This dimension refers to a person's ability to adapt easily and quickly to new requirements so as to benefit from opportunities that arise. The person must be highly flexible and have considerable self-control to be able to deal with whatever occurs. This person has a strong desire to live in harmony with his or her environment and with other people.

- 4.1 *Quest for harmony*
- 4.2 *Flexibility*
- 4.3 *Self-control*

5. TEAM MANAGEMENT This dimension illustrates the need to combine all individual efforts in order to produce a collective result. A person can therefore develop the ability to bring together the varying perspectives and interests of the people involved by encouraging them, at times, to put the team's interests first. This person is able to deal with a wide spectrum of emotions and to encourage people to focus on others and be involved on a collective level (mobilization) in order to create a "team spirit."

- 5.1 *Focus on other people*
- 5.2 *Team spirit*
- 5.3 *Mobilization*
- 5.4 *Expression of emotions*

6. RELATIONAL ABILITY This dimension refers to the need to put people in contact and to enable them to communicate, discuss and share ideas and emotions. This skill requires an open mind, which promotes an understanding of others and their situation, and the ability to listen, establish contact, express emotions, extrapolate information and make deductions. People who master this skill also show considerable insight and availability. They also use precise and articulate language, which enables them to express their thoughts with the required accuracy and appropriateness.

- 6.1 *Open-mindedness*
- 6.2 *Ability to establish contact*
- 6.3 *Listening ability*
- 6.4 *Availability*
- 6.5 *Extrapolation ability*
- 6.6 *Insight*
- 6.7 *Clarity of expression*
- 6.8 *Accuracy in the message*

7. PERFORMANCE MANAGEMENT This dimension requires thoroughness and good judgement in order to make deductions and deliver a precise diagnosis based on an objective measurement of the expected results. This enables the person to express his or her gratitude to those who deserve it, and to make appropriate comments to the people involved when attitudes and behaviours need to be modified. This attempt to improve performance must be carried out in an environment designed to increase each person's level of satisfaction.

- 7.1 *Thoroughness*
- 7.2 *Good judgement*
- 7.3 *Diagnosis ability*
- 7.4 *Results measurement*
- 7.5 *Consequences identification*
- 7.6 *Focus on performance improvement*
- 7.7 *Recognition*
- 7.8 *Creation of a favourable environment*

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