

soft skills

ProFacts Online Assessment Center (2003)

toughness					
mediate visions					
social intelligence					
setting goals and priorities					
responsibility					
entrepreneurial thinking					
motivation to learn					
want to share decision					
ability to solve problems					

Kienbaum Management Assessment (2003)

leadership Motivation					
tendency to act quickly					
flexibility					
ability to meet new people					
sensibility					
persuasion ability					
individuality					
straightforwardness					
thoughtfulness					
social competence					

Belbin Assessment (2006)

Plant - Creative, imaginative, unorthodox. Solves difficult problems					
Resource Investigator - Extrovert, enthusiastic, communicative. Explores opportunities. Develops contacts					

Coordinator - Mature, confident. Clarifies goals. Brings other people together to promote team discussions



Shaper - Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles



Monitor Evaluator - Serious minded, strategic and discerning. Sees all options. Judges accurately



Teamworker - Cooperative, mild, perceptive and diplomatic. Listens, builds, averts friction



Implementer - Disciplined, reliable, conservative in habits. A capacity for taking practical steps and actions



Completer Finisher - Painstaking, conscientious, anxious. Searcher out errors and omissions. Delivers on time



Specialist - Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply



Executive Conversation Assessment (2006)

General Business - This competency measures an individual's ability to effectively identify and interpret the macro economic factors and market relationships impacting an account's current operating climate



Financial Acumen - This competency measures an individual's ability to astutely apply financial ratios and trends to financially justify solution investments.



Customer Analysis - This competency measures an individual's ability to gain the account insight required to identify new opportunities and to credibly engage around key business initiatives



Return on Investment - This competency measures an individual's ability to quantify financial impact using metrics meaningful to an account

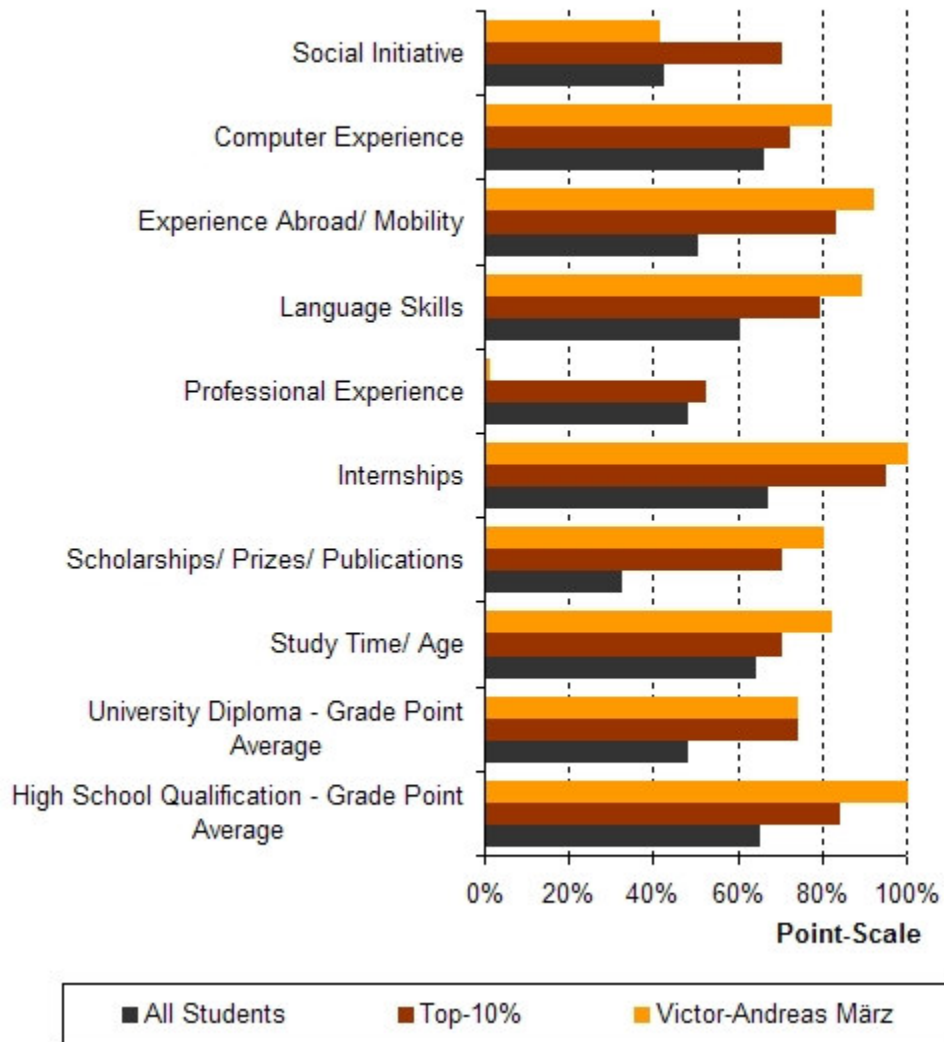


Executive Engagement - This competency measures an individual's ability to credibly engage and sell at executive levels within accounts



German Student Benchmarking (2006) "Studentenspiegel" (McKinsey&Co., Der Spiegel)

Comparison Student Profile (Personal Attributes/ Average)



German Graduate Benchmarking (2007)
 "Studentenspiegel 2" (McKinsey&Co., Der Spiegel)

