

area	concept	definition
Work Responsibility	Professional Challenge	wants to be needed professionally and personally through jobs; wants to prove knowledge and skills; accordingly, strives towards further development
	Identification	attaches importance on own work being useful; would like to be proud of own contribution
	Conscientiousness	works conscientiously and reliably: attaches importance to punctuality, accuracy and integrity
	Creativity	develops original solutions; has creative ideas; comes up with unusual ways to solve a problem
	Circumspection	sees the bigger picture; recognises possible risks; considers the consequences of individual actions
Interpersonal Skills	Fun at Work	attaches importance to also having fun at work; appreciates a relaxed and jolly working environment; would like being able to laugh sometimes while working
	Striving for Harmony	avoids arguments and conflicts at work; attaches importance to harmony and getting on with each other
	Sociable skills	is talkative and sociable; is comfortable around people; knows lots of people; is lively and active in groups
	Cooperation	likes to work with others; believes in teamwork; is considerate of others; supports and helps in the team
	Autonomy	acts well from own initiative; takes on responsibility; freely expresses own views; voices own opinion
Personal Skills	Flexibility	quickly adapts to new situations; is open to new things; appreciates change more than routine
	Recognition	attaches importance to own results being noticed and positively mentioned; strives for recognition
	Self-efficiency	is convinced of being able to achieve own goals; has trust in own skills; is convinced of own abilities
	Perseverance	approaches work with a positive basic attitude; is not put off by set backs; perseveres with tasks, which are not much fun
	Keeness	goes to work with drive and energy; enjoys really being needed; is enthusiastic and goes all out