7D PROFILE + COMPETENCIES MAPPING

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
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

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

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

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

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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Burefor Inc.