

Social Competence

A Profile of Personal Strengths

The following positive Social Competence factors were identified:

SMP, Horst Veith

LOGIC TEST

In the areas of statement and predicated logic, conceptual logic, mathematical thought, powers of discrimination and judgement logic, the following result was obtained:

Time needed:	0 Minuten
Correct answers:	0
Mark:	not carried out

SHORT PC KNOWLEDGE TEST:

Lewis Sophie achieved the following result for the "PC knowledge" area (user operation, specialist terms, technologies and user security):

Correct answers:	0
Score:	not carried out

DNLA is based on fundamental, scientific research. Diagnostic goal-setting, objectivity of evaluation, reliability, validity and fairness have been fully integrated, based on the requirements set by professional bodies of psychologists and other expertise. DNLA can therefore contribute to developing an individual's potential in a targeted and constructive manner.

Dear Ms. Sophie,

Some might say that there are no particular characteristics which determine whether someone will be successful, or not. Others claim that there are certain indicators of success which can be measured using techniques such as handwriting analysis, non-verbal reasoning tests and other similar methods. Many of these claims have been put into doubt and are nothing to do with how well we will actually do. Nevertheless, people will continue to judge us, and this will include colleagues and managers. Anyone moving in a professional environment has to learn to deal with this.

Some may think that our style of dress is too casual, whereas others find it too conservative. Some may think we are really bright, whereas others think us rather dull. To some we are charming whereas to others we are anything but. These are subjective opinions which are nothing to do with predicting success. So which are the factors which actually do play a decisive role in our career development?

Some of them you already know. You are aware of the fact that a high degree of professional expertise is important. In the long term you will only achieve real success, however, if other, more general factors are in place, such as intellect, job satisfaction, support from managers, company culture, support from your partner and, last but not least, social competence. Taking into account all known influences, social competence - also known as emotional intelligence - is the biggest contributor towards professional success. It is crucial for your further development that you get to know your strengths and weaknesses in this area. In the long term, your social competence is your strongest asset.

The various dimensions of social competence cover the areas of achievement (diligence), interpersonal relationships (dealing with managers, colleagues and customers), commitment to success and ability to cope with stress. Our overall potential in these areas determines how we treat others, to what extent we take on responsibility and take charge of our future and how motivated we are to achieve. You might ask yourself how we know that it is these particular factors which play a role and not others.

The DNLA method and the factors which it describes are based on scientific findings in the area of occupational psychology. The basic research was carried out at the renowned Max Planck Institute in Germany. Prof. Dr. Brengelmann and his team created a scientific model which covers all relevant performance and success factors. Based on this research, a team of experienced HR professionals, trainers, management consultants and IT specialists developed the DNLA method. Particular attention was paid to process and precision.

A powerful expert system was used to evaluate the results of more than 100,000 participants. It soon became clear that those who were particularly successful professionally showed high potential in terms of social competence. The profiles of such people were captured and stored in the evaluation programme. This means that the answers you gave (i.e. your assessments of certain situations) were not compared to a randomly selected group but to the profiles of particularly successful people in your area of work.

Therefore, the purpose of this certificate is not to describe and evaluate your personality in general but your potential in terms of social competence. Below we will explain to you what we understand by the various factors. This is to avoid any uncertainties when it comes to describing and interpreting these factors. With every factor there is a short description of the effects of high potential (score between OK and +3). To help understanding we also explain the effects had the score been in the negative range.

Sociability

Every successful personal contact is an exchange of information between people about themselves which might normally be thought of as being "private and confidential". This process is called "self-disclosure" and is based upon one's willingness or otherwise to be "open" and candid with others. Reciprocal relationships come into play - if someone discloses information about himself which is of a more personal nature, then the other will follow suit. If this is not so, then an atmosphere of coolness and distance will prevail.

Your result: OK to +3

You are a sociable person with no difficulty in approaching and relating to other people.

Too little potentials would mean:

You have difficulty in making yourself feel at ease and comfortable in the presence of others.

Status Awareness

An awareness of the importance of so-called "status symbols" is an additional motivator to exert and to commit oneself. Those with an awareness of their materialistic success see them as demonstration to the outside world.

Your result: OK to +3

Status values are for you a personal incentive to exert yourself professionally. You consider all things positive which help you define your status.

Too little potentials would mean:

Social status does not particularly motivate you. You don't really appreciate much the things which go with it.

Initiative

Initiative means independent behaviour without pressure from outside sources. This way of acting is important in two ways. First to set one's own targets and to follow these through e.g. to search for and to develop new ideas, innovations, improvements and secondly to search independently for alternatives when there are obstacles on the way to the target. People with a high level of initiative find their way round, through and over obstacles and tend to stay on the path marked success.

Your result: OK to +3

You plan and structure by yourself even on new and difficult tasks, using the scope of your authority to the utmost. You deal in anything necessary without outside influence and take your own initiative.

Too little potentials would mean:

At times you should display little of your own initiative and at times it is necessary to push you. At times you ought to work more independently.

Emotional Stability

This criteria analyses a person's basic attitude towards life in general. There are people whose basic attitude is optimistic and there are those who appear rather resigned. In a job situation, this latter group often have a negative effect on the people immediately around them as well as themselves.

Your result: OK to +3

You are a very positive-thinking person who tackles his work with a great deal of optimism.

Too little potentials would mean:

You are, at present, rather dissatisfied. Your basic attitude to work is negative.

Job Satisfaction

During your daily work, there are nearly always situations where the needs and interests of two or more persons appear to be contradictory. This can result in smaller or greater conflict, clashes of interest, differences of opinion, resistance. The factor Job Satisfaction analyses your present satisfaction level in your present job.

Your result: OK to +3

You are satisfied with your present job.

Too little potentials would mean:

At the moment you are not happy with your present work situation