assess

Personnel evaluation and counseling

NEO PI-R
Revised NEO Personality Inventory (NEO PI-R)

COMPETENCE REPORT

Abdülkadir Çetin

20/6/2013

Introduction

The NEO PI-R Competency Report provides a summary of the behavioral trends influencing performance in 28 of the most widely accepted competencies in the business world. This report was generated based on the responses in the NEO PI-R Personality Inventory. These reactions include one's own interpretations of behavioral tendencies. Therefore, the validity of the report is closely related to the accuracy of the answers and self-perception.

Competencies, i.e. behaviors that can be observed from outside, are influenced not only by personality tendencies but also by many factors such as knowledge, skills, motivation, education, experience and culture. It should be noted that this assessment with the NEO PI-R personality inventory is based on personality traits that are only part of the whole. However, studies have shown that there is a very high correlation and predictability between the competencies discussed in this report and the personality dimensions assessed in the NEO PI-R Personality Inventory.

The 28 competencies included in this report are grouped into 8 main categories:

* HUMAN RELATIONSHIP
* LEADERSHIP
* STRATEGIC APPROACH
* OPERATING EFFICIENCY
* CHANGE MANAGEMENT
* CUSTOMER FOCUS
* PERSONNEL MANAGEMENT
* EMPLOYEE LEADERSHIP

Each main skill category consists of different sub-skills. The classification of the 8 main groups and sub-competence groups mentioned may differ from one institution to the next. An attempt has been made to include in this analysis the competencies that have acquired universal quality in the business world. On the following pages you will find the definition of each sub-competence. The competency potential of the assessed person is expressed in the format shown below based on personality dispositions.

Very low	Low	Average	Good	Excellent
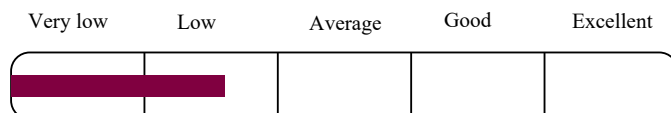
The value taken is an estimate based on the personality traits reported in the NEO PI-R, in accordance with the norms that have emerged from working with many people, and this report has been prepared to guide the person into self-help. Awareness and development.

If assistance is needed in interpreting this report, it is recommended that you contact the organization's official who received NEO PI-R training.

Competencies	Very Low	Low	Average	Good	Excellent
HUMAN RELATIONSHIP					
Teamwork & Cooperation				▇	
Empathy				▇	
Openness to Difference					▇
Social Assertiveness				▇	
Conflict Management				▇	
LEADERSHIP					
Taking Initiative				▇	
Influencing and Persuading					▇
Decision Making				▇	
STRATEGIC APPROACH					
Problem Solving				▇	
Visionary				▇	
Creativity			▇		
OPERATING EFFICIENCY					
Organization and Planning					▇
Quality Orientation			▇		
Result-Oriented					▇
Adherence to the Rules				▇	
CHANGE MANAGEMENT					
Change-Oriented				▇	
Dealing with Uncertainty					▇
CUSTOMER FOCUS					
Service Awareness				▇	
Solution-Oriented				▇	
PERSONNEL MANAGEMENT					
The Ability to work Independently					▇
Success Orientation				▇	
Confidence				▇	
Openness to Learning and Development				▇	
Stress Management					▇
Time Management					▇
PEOPLE MANAGEMENT					
Leading the Team					▇
Coaching				▇	
Delegate					▇

	Very Low	Low	Average	Good	Excellent

Teamwork & Cooperation

Teamwork prone people are usually willing to communicate with people because they are sociable and friendly. You are interested in different ideas and perspectives and try to understand them. These people, who care about listening to others, are usually patient, do not get angry easily, and have good control over their emotions. You approach things with optimism. You are open to exchange and mutual help. They work together for the team's success and can compromise when needed by showing flexibility in their own ideas.

Empathy

People with empathy evaluate the issues from a broad perspective and can see them through the eyes of others. By recognizing the needs and expectations of others, they shape their behavior in order to respond. They try to understand the causes that affect people's behavior. They are sensitive to the problems of others and are ready to help. They don't hesitate to make sacrifices if need be.

Openness to Differences

People who are open to diversity are curious about other cultures and enjoy learning. They easily adapt to multicultural environments. You are sensitive to the thoughts, beliefs, and value judgments of others. These people are good listeners as well as researchers and observers. Usually they like to try new things. You are motivated by change and bored of routine. They usually approach changes with a calm, self-confident and cool mood.

Social Assertiveness

Socially assertive people like to communicate with others and prefer to be in social environments where they can be with people. Even in unfamiliar social situations, they show determination and security that reflect self-confidence. These people, who are open to communication, take the first step to begin the relationship. They take care of building new relationships and maintaining existing ones. They are talkative, excited, social, friendly, and fun-loving people.

Conflict Management

People who can handle conflict listen and try to understand different views and perspectives. They take into account the needs and expectations of the parties and act as mediators by proposing amicable solutions. To reach consensus, they can stretch and harmonize their own thoughts and judgments as needed. These people, who can keep their personal ego out of the conflict, can remain calm and serene in conflict environments. They generally have a stable emotional world and can successfully control emotions, especially anger.

	Very Low	Low	Average	Good	Excellent

Taking Initiative

People who can take initiative like to show themselves and manage their environment, they can initiate changes if necessary and do not hesitate to make the most difficult decisions even in uncertainty. These people, who have a high potential to act independently of others, tend to convince others on their own terms rather than adapting to the team. Because they are satisfied with what is expected of them and how others perceive them, they do not worry about acting on expectations. Under all kinds of difficult conditions, they feel competent and equipped and act confidently. You are motivated by the excitement of uncertainty.

Influencing and Persuading

People with a high level of influence and persuasiveness express themselves purposefully and self-confidently and with their rational ideas create a strong personal impact in their environment. These people, ready to share and defend their own ideas, listen to the opinions of others and try to find common areas of consensus. With this approach, they can change the mind of others and influence their decisions and thus gain the support of volunteers. They usually manage their emotions well under stress and can express themselves calmly and calmly in intellectual conversations.

Decision Making

In complex situations, people with high decision-making potential choose the most suitable alternative solutions and can convert these decisions into appropriate actions in a timely manner. Since these people have a high tendency to act independently of others, they can make decisions and act independently and do not need consent. As a rule, they have a peaceful emotional world and an optimistic attitude. Because they often tend to see the big picture, they can make decisions in uncertain situations where all sorts of details are not clear.

	Very Low	Low	Average	Good	Excellent

Problem Solving

People with high problem-solving skills can identify the critical elements that make up the problem, differentiate them as a whole and order them according to importance / priority. You can quickly but effectively analyze the problem and draw meaningful conclusions in a limited amount of time and without panic. These people, whose ideas are based on a strong cause-and-effect relationship, often ask questions like why-how-why. You deal with problems from a multifaceted perspective and you can think outside the box.

Visionary

Visionaries are future-oriented. They reflect the trends of the future and are already shaping the strategies of the future today. You look at problems from a short, medium, and long-term perspective. They propose new ideas and perspectives. They anticipate the opportunities and threats in the business environment and develop appropriate strategies.

Creativity

Creative people can think abstractly and conceptually and propose unique ideas and approaches. They cover topics from a perspective that has never been tried before. By recognizing connections that are not clearly visible, they can bring new interpretations to the solution of problems. These imaginative people are more interested in the big picture than in the details.

	Very Low	Low	Average	Good	Excellent

Organization and Planning

People with strong organizational and planning skills like to think ahead and prepare for the future. These people, who effectively define goals and convert goals into actionable steps, set priorities and plan resources accordingly. These people, who systematically break down complex tasks into manageable parts, are also often successful in project management. They prefer the physical environment to be neat and tidy, and they are also effective in organizing their thoughts. They create realistic work schedules because they often make accurate estimates of the duration and difficulty of tasks. These punctual people control the progress of the project phases and, if necessary, quickly organize and revise plans. These people usually anticipate the problems or obstacles that may arise and today create alternative solutions.

Quality Orientation

Quality-oriented people feel comfortable in environments in which rules and procedures are clearly defined. They apply high quality standards and monitor performance by constantly monitoring the results according to the established quality standards.

Result-Oriented

These people, determined to achieve their goals, are consistently performing at high levels. They are looking for new and different ways to get targeted results and evaluate business opportunities. The most distinctive traits of these people are that in achieving their goals they are not discouraged by the obstacles they encounter and that they are able to stick with them with perseverance and determination. These people have strong morals and intrinsic motivation.

Adherence to the Rules

People who adhere to rules and standards need a clear definition of these rules and standards and act meticulously according to them. They work in a disciplined and efficient manner and perform their tasks. These people are generally compliant and obedient and value hierarchy.

	Very Low	Low	Average	Good	Excellent

Change Orientation Focus

Change-oriented people question the status quo and lead changes through innovative ideas and perspectives, anticipate possible effects of changes on people, systems and processes and shape their behavior accordingly. They also prepare others for the change process and empower them to be part of the process. You build infrastructures to support changes in systems and processes. The defining characteristics of these people, who are committed to constant improvement, are that they enjoy new experiences, are bored with routine, and are curious. You approach topics with a broad perspective and support and promote different ideas and approaches.

Dealing With Uncertainty

People who can handle uncertainty can make decisions and take risks even with incomplete data without fully grasping the picture. These people are familiar with the unknown and the theory, and easily adapt to changing situations. They take the stress of uncertainty calmly and calmly and are generally optimistic and positive.

	Very Low	Low	Average	Good	Excellent

Service Awareness

Service-conscious people are sensitive to the needs and expectations of their customers. They are good at not only identifying the customer's obvious needs, but also the underlying needs. They evaluate how their decisions and actions affect their customers and always strive for excellence in product and service delivery. They are constantly looking for ways to build trust and loyalty with customers. These people have high empathy skills, they perceive the emotions / moods of others, they listen and observe. You have spiritual pleasure in helping others.

Solution-Oriented

Solution-oriented people offer creative solutions that meet customer needs and even exceed expectations. These people, who care about collecting information from customers, ask their customers questions and seek feedback. You use this feedback to improve the quality of products, services or processes. These people are outcome and result oriented. They meticulously handle customer complaints and ensure they are resolved by following them.

	Very Low	Low	Average	Good	Excellent

The Ability to Work Independently

These people, who meticulously carry out their tasks and responsibilities, strive to successfully carry out the tasks assigned to them. You don't need close supervision. They're usually neat and tidy. They prefer to act by planning in advance the steps they are going to take. You do not hesitate to take responsibility for yourself and to decide and act on your own if necessary. These people are self-motivated, have high levels of internal motivation, and are less likely to become pessimistic about obstacles they encounter. They try to overcome obstacles with a strong moral.

Success Orientation

The greatest motivation for success-oriented people is to be successful regardless of the task they take on. These winners cannot be satisfied with average performance and set ambitious goals for themselves. These people are committed to making a difference and work with energy and passion to achieve goals. They also often have high ideals for their careers.

Confidence

People with a high level of self-confidence firmly believe that they will do their job successfully. You will feel effective and competent in the face of unexpected situations or problems. They also reflect their self-confidence in their expression. Even if they think differently from others, they are determined to express their own judgment and act accordingly. These people enjoy taking on demanding tasks and are ready to take on additional responsibilities. They keep their self-confident attitude in the event of mistakes or failures and take responsibility for themselves and see this as an opportunity to learn.

Openness to Learning and Development

People who are open to learning and development are self-confident people. They evaluate themselves objectively and learn from their experiences. They evaluate the feedback without being defensive and improve their performance or change their behavior according to this feedback. These people act confidently in difficulties, take responsibility for their mistakes and learn from them. You enjoy having new experiences and improving yourself in this way. These people, who are interested in different subjects, are constantly trying to research and learn in order to gain knowledge.

Dealing with Stress

People who deal well with stress, face stressful situations with a calm mood, without panic and quickly move from crisis to problem solving. Having no difficulty in controlling their emotions, they demonstrate the ability to deal with the situation calmly without reacting to unexpected situations, and even suggest that others do so. These people are generally not easily angry, patient, and because they have an optimistic attitude, they seldom feel emotions such as fear and worry. People who deal well with stress can mediate in competitive and negotiating environments and demonstrate a win / win approach.

Time Management

These people, who see time as a valuable resource, focus on priorities and determine the urgency and importance of the issues and manage their time accordingly.

	Very Low	Low	Average	Good	Excellent

Leading the Team

By converting the organization's goals into individual performance goals, they enable their employees to see their personal contribution to the result achieved. You lead the team effectively, set convincing goals and ensure that tasks are distributed fairly among employees. It creates the awareness of belonging to the team by sharing the achievements and successes with the employees.

Coaching

People with coaching competence take responsibility to support the personal development of the employees. They share their knowledge and experiences with others and create a professional work environment in which learning is encouraged. These people, who know the personal differences of their employees and can recognize their personal development needs, do not avoid performance problems and give clear and constructive feedback. While giving feedback, they make a point of creating motivation by expressing a positive expectation for the future.

Delegate

These people, who understand delegation as a means of personal development, delegate authority and responsibility completely and assign tasks according to the competencies of their employees. They think these delegations are important so that staff learn by doing the work themselves and, when necessary, gain opportunities to learn from mistakes. People who can delegate both routine and critical tasks manage their time efficiently and focus on the big picture rather than the details.

STRONG SKILLS

- Teamwork & Cooperation
- Empathy
- Openness to Differences
- Social Assertiveness
- Conflict Management
- Taking Initiative
- Influencing and Persuading
- Make a decision
- Solve problems
- Visionary
- Organization and planning
- Results-oriented
- Compliance with rules
- Change Orientation Focus
- Dealing with Uncertainty
- Service awareness
- Solution-Oriented
- The Ability to Work Independently
- Success orientation
- Self-consciousness
- Openness to Learning and Development
- Dealing with stress
- Time Management
- Leading the Team
- Coaching
- Delegate

AVERAGE SKILLS

- Creativity
- Quality Orientation

DEVELOP COMPETENCIES

Strong competencies, these are the activities that naturally support your personality tendencies. Undoubtedly, knowledge, skills and experience can become even more perfect.

Average competencies are competencies that support some of your personality tendencies and some of your personality traits do not. The way you present these competencies in some situations, they may not even show up in some cases. It should be noted that there is still an area of development in these competencies.

Skills that need to be developed are skills that don't support your personality tendencies and create some limitations. These are also open to development. However, they need to be worked on.