

Selection of Professionals



Elements for decision making



Appropriate profile for the position



Performance



Cultural Adjustment

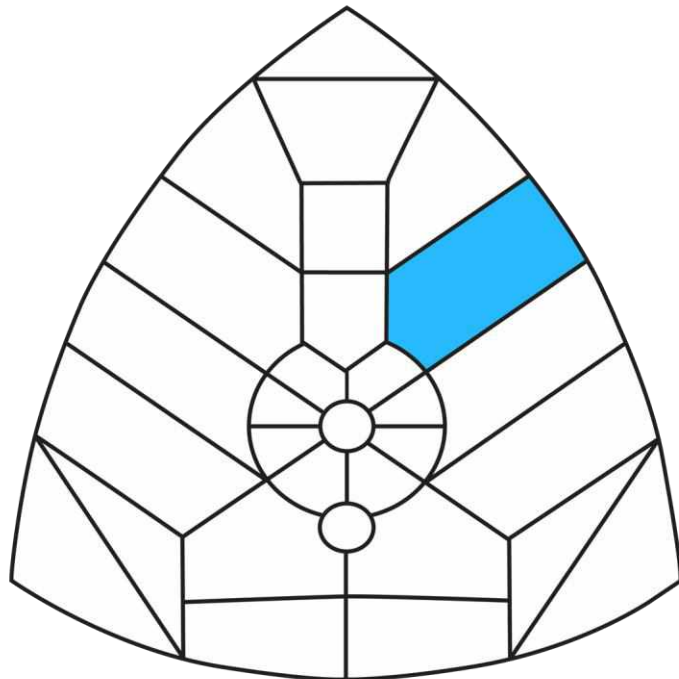
Behavioral Map – Areas of Contribution

Correlation Profile x Position = 80%

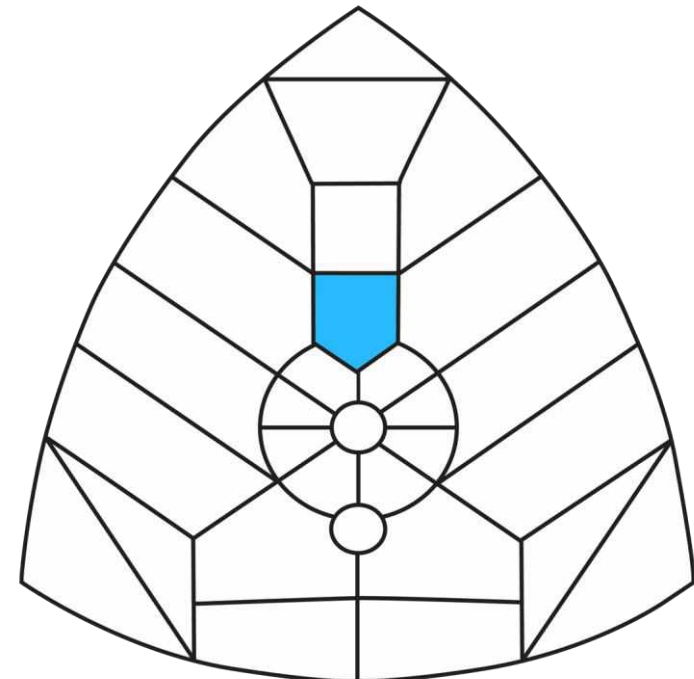


**Operation
Manager**

Position - Executive Area



Profile - Executive\Management Area



Indicators of Performance

1. Potential

- Natural Predisposition
- Contribution Support



2. Adaptation

- Flexibility
- Influence

3. Adaptation x Potential

- Comfortable Contribution
- Management and Development

5. Self-Management

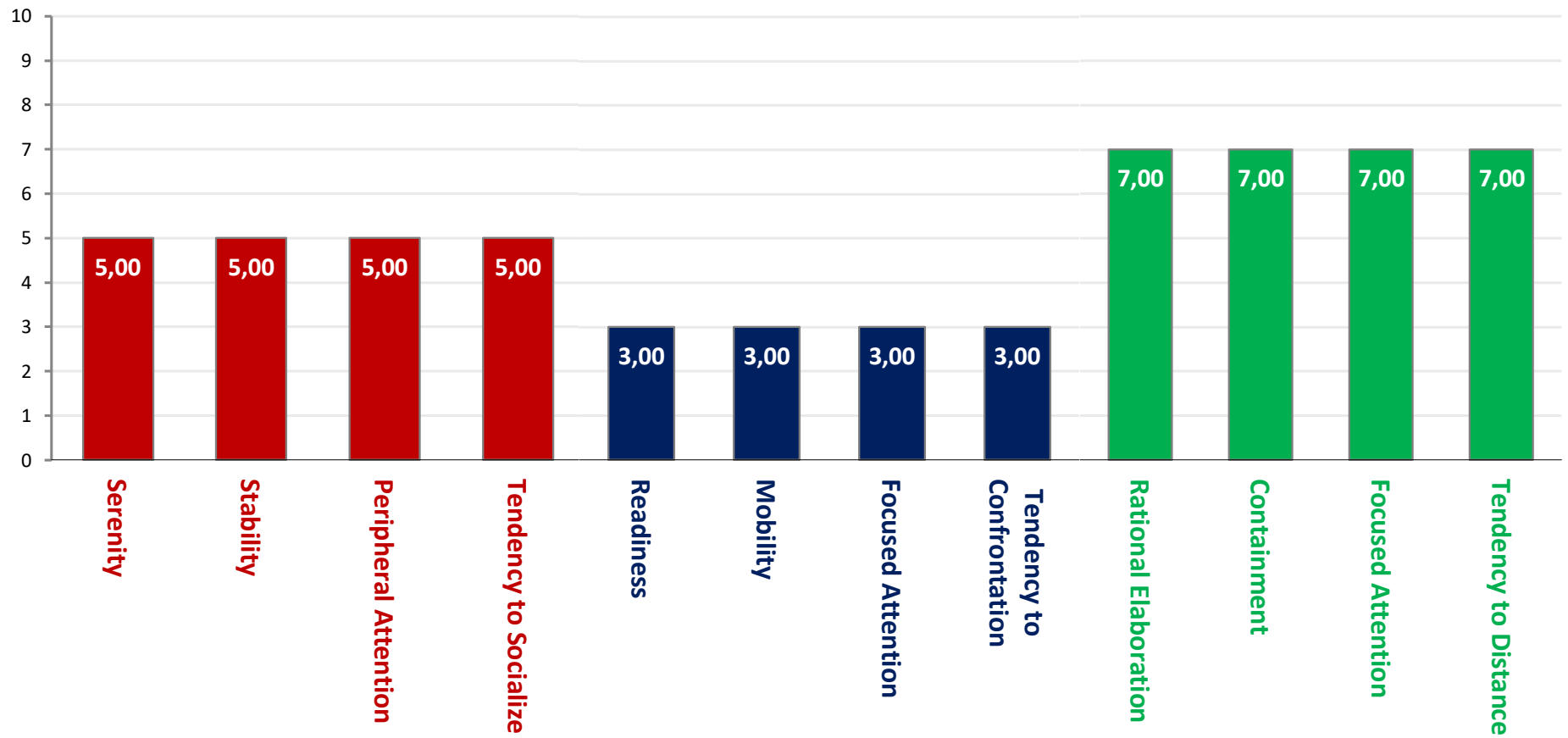
- Linearity when interacting
- Objectivity

4. Motivation x Connection

- Self Esteem
- Compromise



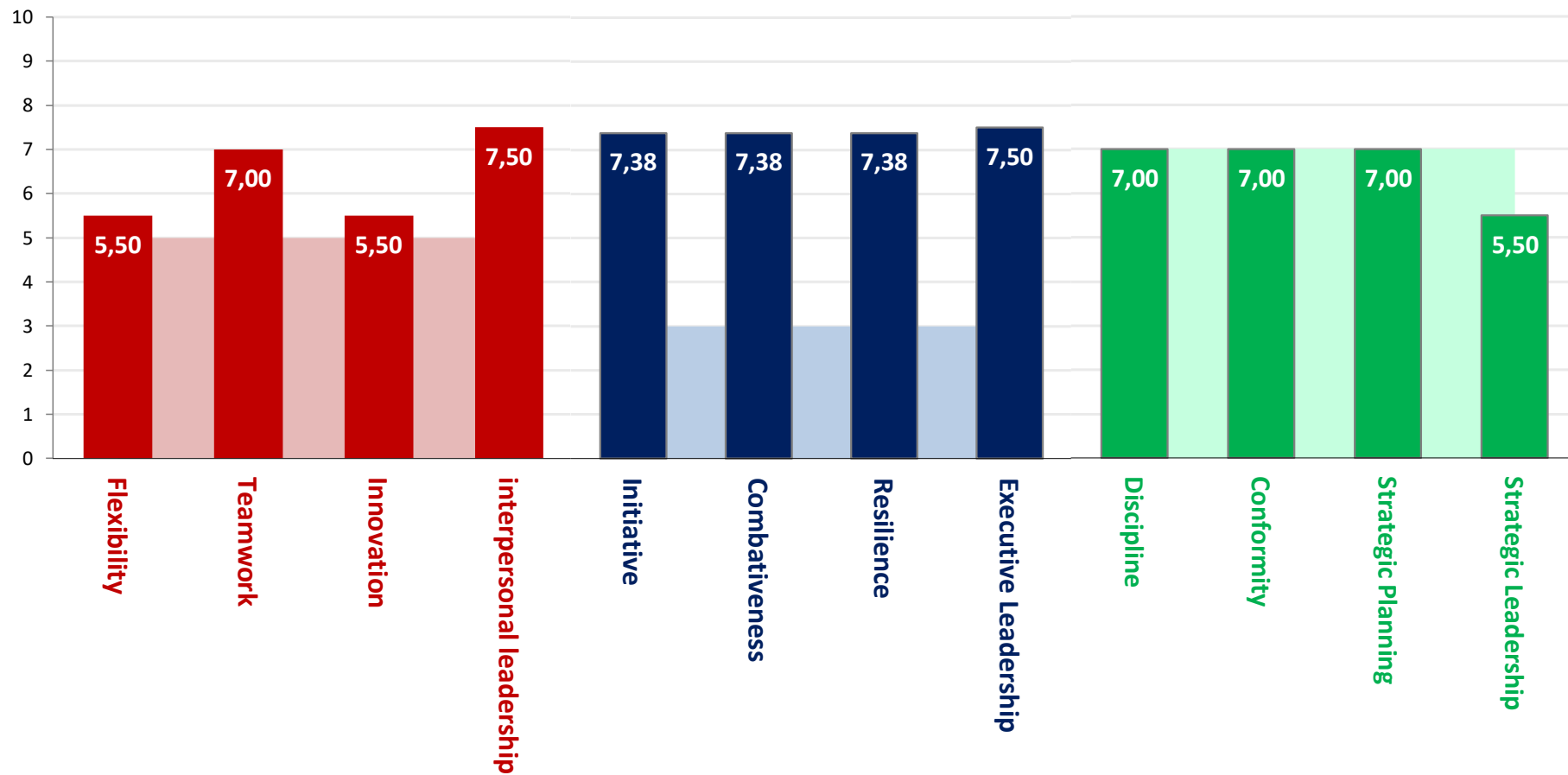
Graphic Designer



12 Natural Skills



Marketing Agent



12 Developed Skills

Characteristics
Memorable

Very Striking

Level Presented

Minimum

Intermediary

Easy to relate

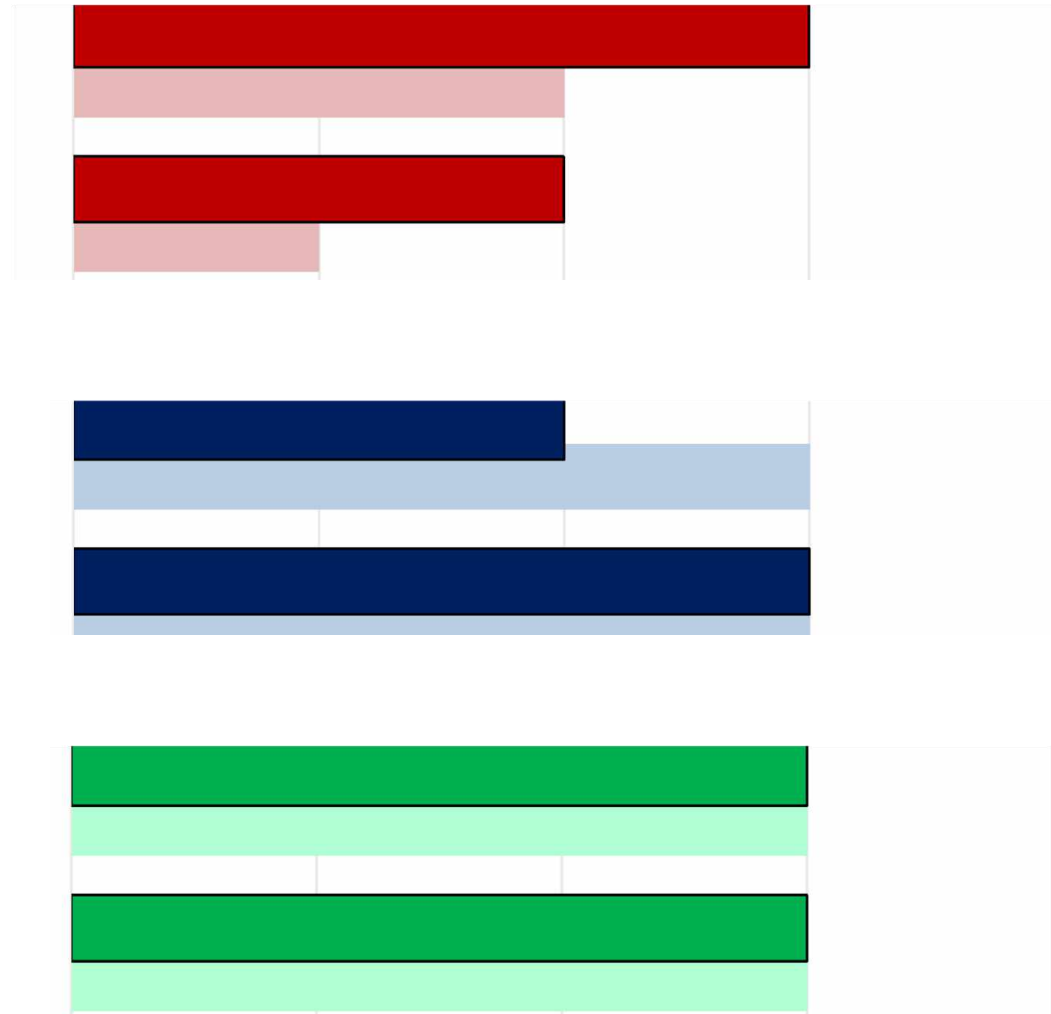
Skill for Intermediation

Change Management

Focus on Results

Adherence to norms and rules

Management of priorities and activities



Business Consultant

12 Additional Skills

Profile Description

Temperament

Descriptive words: Kindness / Accessibility / Availability / Stability / Alert / Containment / Analysis and weighting / Adoption of criteria

It is stable in his performance. Seek what is established and approved, avoid getting involved in unconventional situations. Analyze the situations before acting, he is attentive and thoughtful. It works at a cadenced pace, it needs to guarantee a satisfactory delivery. Your social approach is pleasant, does not generate friction. It values the maintenance of friendly and cordial relations. He is in a good mood, tries to be accessible when asked. Try not to overload or expose yourself, tends to be contained and discreet.

Profile Description

Behavior

Central behavior

They need control over your own destiny, direct your life according to rational guidelines. To carry out the plans they set for himself, invests their time acquiring knowledge and fulfilling its responsibilities. Prioritizes relationships with people who align with your way of thinking. Likewise, it prioritizes themes and situations that correspond to its standards. Having autonomy is essential need to protect yourself from chaos and foolishness. Living in the present, with less rational intervention, is a factor of evolution.

Habitual behavior

Descriptive words: Political interaction / Preservation of routine / Intellectual vision

Strategist, their moves are calculated. Organize his life to fulfill responsibilities and manage to preserve his time and private space. Avoid overloading himself, try to do their job. Observant, interacts friendly, avoids problems and preserve peace. His mental activity is intense, he studies topics that interest him and practices hobbies, as a form of distraction.

Alternative behavior

Descriptive words: Prevention / Detailing / Analysis and solution

It is analytical, anticipates the facts and plans for the future. Evaluates situations to know how to conduct properly. remains alert, does its best to avoid problems. Detail-oriented, seeks to have control over his activities to be able to live smoothly. Fulfills its commitments and preserves relationships. When asked, it gives suggestions and can offer well thought-out solutions.



Good results start with
good decisions

