

0 - 10 = CAPTain

0 - 10 = Subjective

Leadership behaviour in contact with customers		0	1	2	3	4	5	6	7	8	9	10	
Strong leadership	does not lead		1				5						directs a lot
Professional advice	doesn't delegate or control					4	5						delegates and controls
Exerting influence	exerts little influence					4		6					exerts a lot of influence
Persuading and winning over	low potential							6		8			substantial potential
Way of dealing with people		0	1	2	3	4	5	6	7	8	9	10	
Openness for contact	works best alone							6	7				has a lot of contact
Personal contact	down-to-earth, factual					4	5						personal
Self-control	very direct				3			6					very controlled
Group-orientation	does not need the community					4							seeks out the community
Spokesperson's role in the group	does not need any attention						5			8			wants to be the center of attention
Cooperation	stands alone				3		5						fits in
Self-assertiveness	does not assert his/her own position						5	6					always wants to assert him-/herself
Considerateness	shows little consideration						5						high need for consensus
Attitude to work and ambitions		0	1	2	3	4	5	6	7	8	9	10	
Intensity of effort	benefit-oriented							6	7				highly committed
Drive	very thorough and careful							6	7				wants rapid success
Personal ambition	not competitive								7	8			very competitive
Perseverance	acts for the short term, impatient						5	6					acts for the long term, persevering
Finishing things	does not personally finish things				3	4							always personally completes assignments
Own responsibility and independence		0	1	2	3	4	5	6	7	8	9	10	
Independence	acts according to guidelines								7		9		does not want any targets
Need for support	does not need any support		1		3								needs a lot of support
Authority-orientation	acts on own responsibility, independent		1	2									authority-oriented
Goal-orientation and decisiveness		0	1	2	3	4	5	6	7	8	9	10	
Goal-orientation	process-oriented							6	7				goal-oriented
Decisiveness	finds it hard to make decisions							6		8			decides quickly
Pragmatism and creativity		0	1	2	3	4	5	6	7	8	9	10	
Careful implementation	bigger picture						5	6					focus on small details
Considered action	pragmatic					4							theoretical, tends to plan
Inquisitiveness	sticks to what s/he knows						5			8			needs variety
Own ideas	few creative inclinations								7				very creatively inclined
Power to change	little power to change things							6	7				very committed to change
System and accuracy		0	1	2	3	4	5	6	7	8	9	10	
Self-organisation	flexible, responds to circumstances					4				8			very systematic
Detail-orientation	not interested in details					4			7				focuses on details
Work planning	pragmatic					4							theoretical, tends to plan
Activity		0	1	2	3	4	5	6	7	8	9	10	
Working tempo	takes his/her time				3		5						works very fast
Activity level	calm					4		6					restless
Self-confidence		0	1	2	3	4	5	6	7	8	9	10	
Self-confidence	questions him-/herself						5		7				very sure of him-/herself