

AC-EXS[®]

Using Your Own Competencies

AC-EXS work with an extensive list of 35 behavioural criteria. Each criterion has been carefully designed to minimise overlap and to ensure there is an understanding of what is meant by its title and definition.

Organisations with their own competencies will need to map them against the 35 criteria that we work with in the AC-EXS[®] range. We have therefore attempted to provide a framework which indicates how 10 of the most commonly used competencies (with typical broad definitions) relate to the 35 criteria that we use.

Mapping is not an exact science, but should be regarded as more of an indication of likely associations between such competencies and our criteria.

Competencies to be mapped	AC-EXS criteria
Achieving results Sets high standards and commits to clear objectives to achieve good quality, cost-effective results within required time frames. Stays focused on the task, measures outcomes and seeks opportunities for continuous improvement.	Commitment Drive Initiative Quality standards Tenacity Work motivation
Leading others Motivates, enables and inspires others to succeed, utilising appropriate interpersonal styles, including leading by example. Sets objectives and defines responsibilities, which provide a clear sense of direction, consistent with the organisation's vision.	Delegation Flexibility Integrity Interpersonal sensitivity Leadership Persuasive oral communication
Relationship building Uses interpersonal skills to build rapport with others, displaying trust and integrity. Works well with others (colleagues and customers), being able to appreciate their motives, concerns and points of view and takes these into account as appropriate.	Diversity awareness Integrity Interpersonal sensitivity Listening Networking Organisational sensitivity Teamwork

Competencies to be mapped	Talogy criteria
<p>Driving and embracing change</p> <p>Adopts a positive attitude towards change, encouraging and supporting people through it. Takes an innovative approach and challenges existing methods and is willing to be flexible and adapt to new circumstances.</p>	<p>Creativity</p> <p>Flexibility</p> <p>Independence</p> <p>Openness to change</p> <p>Stress tolerance</p>
<p>Communicating and influencing</p> <p>Able to express ideas or facts clearly and convince others to their own point of view. Uses networking opportunities to disseminate and promote ideas and opinions.</p>	<p>Flexibility</p> <p>Impact</p> <p>Listening</p> <p>Persuasive oral communication</p> <p>Resilience Stress tolerance</p> <p>Written communication</p>
<p>Analytical thinking</p> <p>Shows the ability to gather information in order to understand complex issues. Analyses problems and risks to establish causes and suggests clear, logical and practical solutions based upon their analysis.</p>	<p>Creativity</p> <p>Decisiveness</p> <p>Judgement</p> <p>Numerical analysis</p> <p>Organisational sensitivity</p> <p>Problem analysis</p>
<p>Planning and organising</p> <p>Plans and manages resources in order to achieve immediate and longer-term objective. Able to quickly and accurately establish priorities and execute, despite conflicting agendas and multiple deliverables.</p>	<p>Attention to detail</p> <p>Planning and organising</p>
<p>Managing performance</p> <p>Sets clear and challenging objectives for staff, defines responsibilities and looks to bring the best out of them. Monitors progress and addresses any shortfalls. Maintains high standards and ensures that delivery targets are met.</p>	<p>Delegation</p> <p>Leadership</p> <p>Management control</p> <p>People development</p> <p>Quality standards</p>
<p>Strategic thinking</p> <p>Takes account of a wide range of longer-term issues, opportunities and contingences. Relates the activities of their team / unit to the 'bigger picture' and develops innovative approaches and implementation plans, which are in line with the vision and direction of the organisation.</p>	<p>Creativity</p> <p>Organisational sensitivity</p> <p>Strategic perspective</p>
<p>Commercial focus</p> <p>Understands the context in which the organisation operates and takes appropriate action to maximise commercial success, such as providing quality customer service balanced against the organisation's needs. Identifies opportunities for achieving competitive advantage.</p>	<p>Commercial awareness</p> <p>Customer service</p> <p>Organisational sensitivity</p> <p>Quality standards</p>

