

0 - 10 = CAPTain

0 - 10 = Subjective

A WORK PERFORMANCE		0	1	2	3	4	5	6	7	8	9	10	
A01	Attitude to work benefit-oriented					4			7				highly committed
A02	Goal-orientation process-oriented						5	6					goal-oriented
A03	Personal involvement not very involved in content			2		4							strongly focused on content
A04	Self-organisation flexible, responds to circumstances					4	5						very systematic
A05	Detail-orientation not interested in details	0			3								focuses on details
A06	Working tempo takes his/her time						5						works very fast
A07	Perseverance acts for the short term, impatient				3	4							acts for the long term, persevering
A08	Independence acts according to guidelines									8			does not want any targets
A09	Work planning pragmatic				3								theoretical, tends to plan
A10	Need for variety sticks to what s/he knows							6					needs variety
A11	Tenacity does not personally finish things			2	3								always completes tasks personally
B LEADERSHIP QUALITIES		0	1	2	3	4	5	6	7	8	9	10	
B01	Strong leadership does not lead							6					directs a lot
B02	Delegation does not delegate or control							6		8			delegates and controls
B03	Exerting influence exerts little influence						5	6					exerts a lot of influence
B04	Authority-orientation autonomous, independent		1	2									authority-oriented
C DECISION-MAKING		0	1	2	3	4	5	6	7	8	9	10	
C01	Decisiveness finds it hard to make decisions								7				decides quickly
D PERSONAL COMPETENCE		0	1	2	3	4	5	6	7	8	9	10	
D01	Self-assertiveness does not assert his/her own position						5						always wants to assert him-/herself
D02	Competitive not competitive							6	7				very competitive
D03	Self-control very direct					4	5						very controlled
D04	Power to change little power to change things							6					very committed to change
D05	Functional implementation bigger picture		1		3								focus on small details
D06	Vitality low vitality				3	4							high vitality
E TEAM BEHAVIOUR		0	1	2	3	4	5	6	7	8	9	10	
E01	Consensus orientation shows little consideration							6		8			high need for consensus
E02	Need for closeness no need for closeness						5	6					strong need for closeness
E03	Need for attention does not need any attention						5	6					wants to be the center of attention
E04	Contact orientation down-to-earth, factual							6		8			personal
E05	Group-orientation does not need the community					4		6					seeks out the community
E06	Cooperation stands alone					4		6					fits in
F BASIC AREAS		0	1	2	3	4	5	6	7	8	9	10	
F01	Leadership role acts as a colleague							6	7				takes the leader's role
F02	Coordination does not coordinate							6					coordinates
F03	Basic selling potential low potential							6	7				substantial potential
F04	Creativity few creative inclinations							6	7				very creatively inclined
F05	Need for support does not need any support				3	4							needs a lot of support
F06	Success orientation level-headed, thorough						5		7				wants activity and success
F07	Activity level calm						5						restless
F08	Specialist orientation no specialist focus				3	4							high specialist focus
F09	Self-confidence questions him-/herself					4	5						very sure of him-/herself
F10	Sociability works best alone								7				has a lot of contact