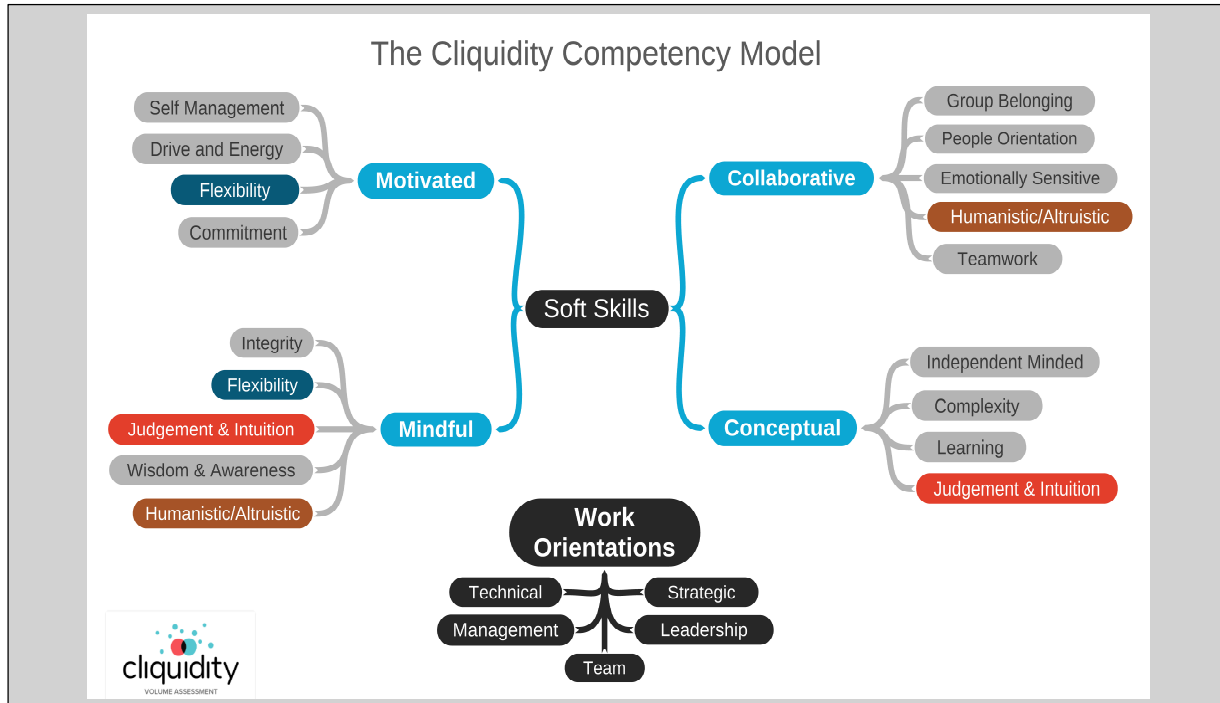


The Cliquidity Competency report is generated using the information extracted from the Cliquidity Personality, Motivation, and CARA cognitive assessments. 15 constituent competencies/component scores are created from the various assessment attributes which are then combined algorithmically to create four Intra- and Interpersonal (Soft Skills) and five Work-Related Orientations (Work Orientations) attributes.



Completion Time
n/a



Example Report



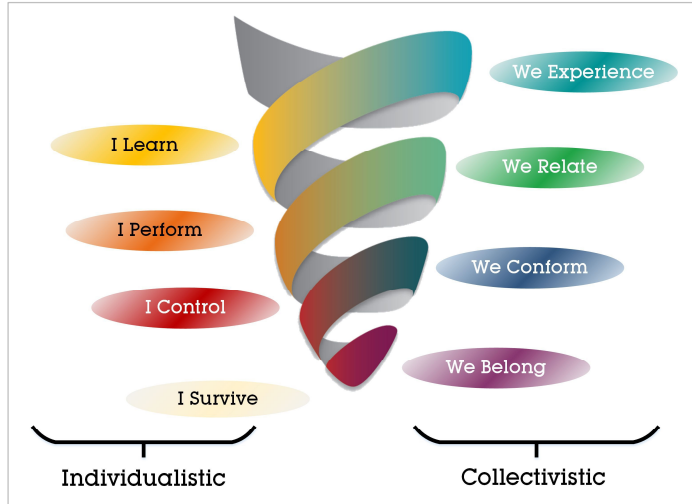
Intra- and Interpersonal Orientations (Soft Skills)

Collaborative	The tendency to relate to others in a cooperative, respectful and compassionate manner; to value human dignity and diversity; understand and accept human nature; support common goals and personally contribute to the effectiveness and the welfare of others.
Motivated	The mental faculty of purpose, desire and the will to perform certain actions as well as the necessary energy, flexibility, motivation, commitment, action orientation, goal-direction and self-management skills to sustain vigorous mental and physical activity.
Conceptual	The mental perception, analysis, interpretation and understanding of information to effectively guide personal perspectives, feelings, behaviour, solutions and decisions.
Mindful	A transcendent state of awareness of internal and external existence, or of self, life and the universe. It is further characterised by ethical awareness, maturity as well as the wisdom and the moral courage to act accordingly.

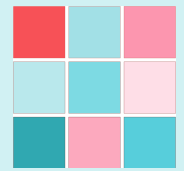
Work-Related Orientations (Work Orientations)

Leadership	The required capacity, skill, confidence and insight to exert social influence in a discerning manner to accomplish common goals.
Management	Pursuing and achieving work-related goals through planning, structuring, coordination, action, monitoring, commitment and communication.
Team	A tendency to rely on and to support the group; to collaborate with diverse group members and to achieve complex work-related goals.
Technical	A tendency to pursue an in-depth understanding of, and the skilful application of a specific knowledge and skills-base to analyse problems, design solutions and achieve the desired practical goals.
Strategic	A preference and capability to deal with vague, dynamic, interactive and complex concepts or information to achieve sustainable long term goals.

The Soft Skills (Collaborative, Motivated, Conceptual, and Mindful) are also interpreted in terms of the requirements of each of seven cultural / work contexts as based on the Cognadev Values Orientation (VO) model. The VO draws – albeit not exclusively – from a body of knowledge (broadly referred to as “Spiral Dynamics”) generated by Clare Graves , refined and popularised by Don Beck and Chris Cowan, and critically discussed by various theorists (e.g. Ken Wilber).



Spiral Dynamics focuses on the evolution or development of individuals, organisations and societies specifically in terms of value systems. According to this approach, human society has undergone a number of fundamental changes, evolving from values centred on mere survival, to, for example, value systems supporting a more holistic, integral vision of the world. In fact, a central tenet of SD is that, development-wise, a number of levels or stations can be pinpointed, representing different value systems.



Completion Time
n/a



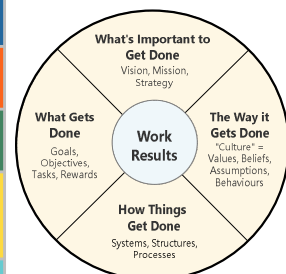
Example Report



The Soft Skills are interpreted in terms of the requirements of each of seven cultural/work contexts grounded within the constituent concepts of Spiral Dynamics (SD) and the VO model.

The two interpretative systems are subsequently aligned in order so as to produce a soft skills matrix for an individual that reflects the matching of soft-skills with the value systems within work environments.

Cultural Contexts of the Soft Skills Matrix		The Spiral Dynamics (SD) Valuing systems	
Structured	Routine operational, team functioning	We Belong	Group Belonging, Traditional, Family / Team oriented
Competitive	Operational drive for results	I Control	Energetic, Driven, Empowered, Achievement
Technical	Depth and coordination of support and services	We Conform	Depth & Order, Structured, Detailed
Strategic	Entrepreneurial, negotiation, perception management	I Perform	Performance, Strategic, Resilience, Flexibility
Theoretical	Humanistic, environmental, balancing of complexity	We Relate	Humanistic, Relativistic, Theoretical
Integrative	Understanding, functionality, projection, trend spotting, intentionality, potentiality	I Learn	Integrative, Learning orientation, Systems thinking
Transcendent	Holistic, non-attached, existential awareness, ecosystems	We Experience	Transcendent, Holistic, Non-attached

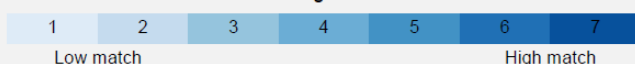


Soft Skills Matrix

You have achieved the following profile on the Soft Skills Matrix:

	Collaborative	Motivated	Conceptual	Mindful
Structured	2	5	1	4
Competitive	4	2	4	4
Technical	3	3	4	4
Strategic	5	3	1	4
Theoretical	5	3	2	2
Integrative	5	2	2	3
Transcendent	4	6	1	2

Legend



For a client report, both Intra- and Interpersonal Orientations and Work-related Orientations are reported, along with the soft-skills matrix.

For an individual who might have completed the Personality, Motivation, and CARA cognitive assessments, they can only view a two-page Soft Skills Matrix report.

