

The Soft Skills (Collaborative, Motivated, Conceptual, and Mindful) are interpreted in terms of the requirements of each of seven cultural / work contexts as based on the "Spiral Dynamics" (SD) model of Clare Graves and the Information Processing Model (IPM) of Cognadev; the psychological constructs of which are assessed, amongst others, by means of the Cognitive (CARA), Motivational and Personality assessments as offered on the Cliquidity system.

The Integrated Systems which combine to form the Soft Skills Assessment

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



Completion Time n/a



Example Report



The Soft-Skills Matrix

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

Legend



For an individual who has completed the Personality, Motivation, and CARA cognitive assessments, they (or an organizational user) can view a two-page **Soft Skills Matrix report**.

This 28-cell matrix enables a more finessed contextual interpretation of an individual's soft skills, now cross-related to the valuing systems of Spiral Dynamics. This is a unique assessment within the domain of soft-skills assessments.

Target Profile Autonomous Candidate Filtering

As with any other set of attributes, it is possible to create a target matrix or profile which serves as an autonomous pre-screen filter. This can be applied within an existing Applicant Tracking System (ATS) or some other recruitment application which delivers assessments to individuals applying for a job-role and automatically filters applicants according to the rules specified.

This requires the recruiter and/or HR to determine which cells in the matrix are critical for the advertised job-role, and the kinds of filtering rules on these cells which they wish to embed within an ATS.