

REVIEW AVAILABLE COMPETENCY CATEGORIES

The Janus System uses a generic suite of 36 competency areas or categories from which each customized assessment is built. As few as three and as many as ten individual competencies should be selected. These generic competency categories are as follows:

Analytical	Feedback (Giving and Receiving)
Anticipation/Proactive Thinking	Leadership Ability
Attention to Detail	Listening
Change-Handling Skills	Perception/Judgment
Coaching Ability	Persistence/Perseverance
Commercial Awareness	Planning and Organizing
Communication	Stress-Management
Cost-Consciousness	Problem-Solving Ability
Creativity/Innovation	Quality Focus
Customer Focus	Results Focus
Decision-Making Ability	Safety Focus
Delegation	Self-Development
Dependability	Strategizing Ability
Diversity Focus	Taking Initiative/Responsibility
Drive/Motivation	Teamwork Ability
Emotional Intelligence Ability	Technology Application
Empathizing Ability	Time-Management Ability
Empowerment Ability	Written Communication

These competencies are also shown in diagrammatic form on the next page.

Each competency category can be reviewed individually using the Internet system in terms of its definition, the questions that support it in the assessment, and the coaching tips that are written for each question.