



# WORKFORCE PRO-D™

## WORKFORCE Pro-D Report

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**Developed & Powered By: Precision Human Development Ltd. (PHD)**



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#### Intended Use Reminder

The WORKFORCE Pro-D Report is a professional, continuing education tool designed to help you do four things: (1) identify personal and business-related strengths and development areas; (2) discover how your unique profile compares to others in your particular job category; (3) create a professional development plan by drawing upon the recommended educational resources that are provided in this report; and (4) evaluate your professional development over time by re-taking the WORKFORCE Pro-D Survey periodically and comparing past reports with your most current report.

To obtain the maximum benefit from this learning resource, you need to make sure that you have done one relatively simple thing—answered all of the questions in the survey with complete honesty. You need only be honest with yourself. This report is, after all, for your eyes only. Failure to be completely forthcoming with yourself will only invalidate your results and give you an inaccurate indication of where you stand with respect to other professionals in your field.

The developer and its partners or agents accept no liability for incidental or consequential damages resulting from the inappropriate use of this survey and report material.

**Developed By:** Precision Human Development (PHD)

## SECTION I: Professional Practice Results

Section I summarizes your responses to the professional practice-oriented questions that comprise the first part of the WORKFORCE Pro-D Survey. On the pages that follow, you will see your responses to the most relevant questions as well as the response patterns of others who work in your jobcategory. These data will not only help you to identify possible strengths and advantages in relation to your peers, they will also help you to conduct a gap analysis to identify opportunities for further development in relation to others.

### QUESTION 3: How long have you been working in your current field?

**Your response:** 5-10 years

#### Response from others in your position:

< 1 year	=	40.0%
1 - 4 years	=	0.0%
5 - 10 years	=	20.0%
11 - 20 years	=	20.0%
20+ years	=	20.0%

### QUESTION 4: Describe your educational background.

**Your response:**

High School graduate

#### Response from others in your position:

High School graduate	=	60.0%
Post secondary diploma / certificate	=	0.0%
University undergraduate degree completed	=	40.0%
University graduate degree completed	=	40.0%

**SECTION I: Professional Practice Results**

**QUESTION 5: How many professional certifications or licenses do you hold, if any, in your current profession?**

**Your response: 1**

**Response from others in your position:**

1	=	40.0%
2	=	20.0%
3	=	20.0%
4	=	0.0%
5 or more	=	0.0%

**QUESTION 6: Roughly how many hours do you work in a typical week?**

**Your response: up to 30 hours**

**Response from others in your position:**

< 20 hours	=	20.0%
up to 30 hours	=	20.0%
up to 40 hours	=	40.0%
up to 50 hours	=	0.0%
up to 60 hours	=	20.0%
> 60 hours	=	0.0%

**SECTION I: Professional Practice Results**

**QUESTION 7: How many journals or professional publications do you currently subscribe to, if any?**

**Your response: 1**

**Response from others in your position:**

1	=	20.0%
2	=	20.0%
3	=	0.0%
4	=	20.0%
5+	=	40.0%

**QUESTION 8: How often do you purchase and read books related to your profession in a given year?**

**Your response: Once**

**Response from others in your position:**

Never	=	20.0%
Once	=	20.0%
Twice	=	20.0%
3-4 times	=	0.0%
4-5 times	=	20.0%
6-8 times	=	20.0%
>8 times	=	0.0%

**SECTION I: Professional Practice Results**

**QUESTION 9: If applicable, how many professional associations currently count you as a member?**

**Your response: 1**

**Response from others in your position:**

1	=	20.0%
2	=	40.0%
3	=	0.0%
4	=	40.0%
5+	=	0.0%

**QUESTION 10: Do you currently set aside time in your business schedule to network with other professionals?**

**Your response: Yes**

**Response from others in your position:**

Yes	=	100.0%
No	=	0.0%

**SECTION I: Professional Practice Results**

**QUESTION 11: If yes, how much time (%) do you set aside for networking in a given month?**

**Your response:** 20-30%

**Response from others in your position:**

0%	=	20.0%
< 20%	=	0.0%
20% - 30%	=	20.0%
31% - 40%	=	20.0%
41% - 50%	=	20.0%
51% - 60%	=	20.0%
61% - 70%	=	0.0%
71% - 80%	=	0.0%
81% - 90%	=	0.0%
91% - 100%	=	0.0%

**QUESTION 12: How often do you attend conferences or seminars in your profession in a given year, if at all?**

**Your response:** Once

**Response from others in your position:**

Never	=	40.0%
Once	=	20.0%
Twice	=	0.0%
3-4 times	=	0.0%
4-5 times	=	20.0%
6-8 times	=	20.0%
>8 times	=	0.0%

**SECTION I: Professional Practice Results**

**QUESTION 13: Are you currently enrolled in any ongoing professional education program?**

**Your response:** No

**Response from others in your position:**

Yes = 60.0%  
No = 40.0%

**QUESTION 14: At this time, do you have your own professional development plan in place?**

**Your response:** Yes

**Response from others in your position:**

Yes = 80.0%  
No = 20.0%



**SECTION I: Professional Practice Results**

**QUESTION 15: If yes, how many years are considered in your plan?**

**Your response:** Not applicable

**Response from others in your position:**

Not applicable	=	40.0%
Only the current year	=	0.0%
Two years	=	20.0%
Three years	=	20.0%
Four years	=	0.0%
Five years	=	20.0%
More than 5 years	=	0.0%

## SECTION II: Competency Results

On the pages that follow, you will see your scores on the various competency scales that are measured by this instrument as well as the average range of scores of individuals in your position. Within each scale, circles colored in green represent your raw score on the competency scale.

### CLIENT / STAKEHOLDER FOCUS

#### UNDERSTANDING

This scale represents your ability to convey understanding, sensitivity and empathy to others. High scores are indicative of higher levels of self awareness and mindfulness of the effects of one's words and actions on others. Low scores suggest that interaction with others may be very self-focused and less reciprocal in nature.



**Average Response Range:** 2.2 - 2.5

**Position Percentile Rank :** 40.0

**Organization Percentile Rank :** 40.0

#### PATIENCE

This scale provides a general measure of your level of patience. High scores suggest that you are capable of remaining composed when you are held up by people or situations and that you are able to persevere when working on routine, repetitive tasks. Low scores are indicative of a low tolerance for delays, distractions and repetitive work.



**Average Response Range:** 2.3 - 2.5

**Position Percentile Rank :** 100.0

**Organization Percentile Rank :** 100.0

## SECTION II: Competency Results

### ATTITUDE TOWARD WORK

This scale provides a measure of your sense of urgency to respond to others. High scores indicate a tendency to respond to others more-or-less immediately. Low scores suggest a tendency to respond only when blocks of free time become available or when you feel inclined.



Average Response Range: 2.4 - 2.5

Position Percentile Rank : 100.0

Organization Percentile Rank : 100.0

### INTEGRITY

#### ETHICAL

This scale measures one's commitment to professional and personal ethics. A high score indicates one is very principled in life. Low scores are indicative of a more expedient or self-serving approach to right and wrong.



Average Response Range: 2.5 - 3.5

Position Percentile Rank : 20.0

Organization Percentile Rank : 20.0

#### TRUSTWORTHY

This scale measures your trustworthiness and conscientiousness. A high score indicates high personal integrity, while a low score indicates a lower standard for reliability and trust.



Average Response Range: 2.6 - 3.5

Position Percentile Rank : 100.0

Organization Percentile Rank : 100.0

## SECTION II: Competency Results

### LOYAL

This factor measures one's sense of duty and loyalty to people and organizations. A high score means one has a long term view of relationships. A low score is indicative of a short term view that may place greater emphasis on more immediate "relationship returns."



Average Response Range: 2.7 - 3.5

Position Percentile Rank : 100.0

Organization Percentile Rank : 100.0

### DECISION MAKING

#### PROBLEM SOLVING

This scale represents your attitude toward solving complicated problems. A high score means that you prefer jobs requiring a mental challenge and solving complex problems. Low scores mean that you would prefer to avoid mentally challenging jobs or tasks.



Average Response Range: 2.8 - 3.9

Position Percentile Rank : 80.0

Organization Percentile Rank : 80.0

#### ANALYTICAL

This scale represents your approach to solving problems or challenges. High scores suggest that you enjoy the process of solving problems taking a systematic, step-by-step approach that may involve further research and a deconstruction of the problem into more discrete components. Low scores suggest that you much prefer to obtain a solution or the 'bottom-line' more-or-less immediately. You may rely on instinct and intuition to help you in this respect.



Average Response Range: 2.9 - 3.9

Position Percentile Rank : 100.0

Organization Percentile Rank : 100.0

## SECTION II: Competency Results

### RESULTS ORIENTED

#### PLANNING

This scale provides a measure of your inclination to devise plans for work and other aspects of your life. High scores indicate that you are highly organized and are quite compelled to develop detailed plans for many aspects of your business and private lives. Low scores indicate a preference for dealing with business or life matters as they happen.



Average Response Range: 3.0 - 4.5

Position Percentile Rank : 40.0

Organization Percentile Rank : 40.0

#### FOLLOW THROUGH

Represents the degree to which you will personally see things through to completion. High scores indicate that you are very 'hands-on' and need to work on all aspects of a task, including follow up once it has been completed. Low scores suggest a preference for getting things started and turning matters over to others for completion.



Average Response Range: 3.1 - 4.5

Position Percentile Rank : 100.0

Organization Percentile Rank : 100.0

#### ADAPTABILITY

Represents your willingness to adapt and change. High scores indicate a readiness to change and adapt to whatever conditions might be. Low scores represent resistance to change and a desire for stability and consistency.



Average Response Range: 3.2 - 4.5

Position Percentile Rank : 100.0

Organization Percentile Rank : 100.0

## SECTION II: Competency Results

### INITIATIVE

This scale provides a measure of your willingness to initiate and seek out new opportunities and responsibilities. High scores suggest that you are quite compelled to take on new projects or responsibilities and that you prefer to maintain a busy pace most of the time. Low scores suggest a tendency to avoid taking on too many new projects or responsibilities and comfort with the notion of not always needing something to do.



**Average Response Range:** 3.3 - 4.5

**Position Percentile Rank :** 20.0

**Organization Percentile Rank :** 20.0

### PERSUASIVENESS

#### SELLING

This scale provides a general indication of your attitude toward sales and the actual process of selling. A high score suggests that you are comfortable with the process of persuading others to adopt your point of view or product and with other aspects of a typical sales process, including prospecting, qualifying and advertising your views or offerings. A low score suggests a lack of interest in sales and sales related activities in general and that you may be uncomfortable with the idea of pressing people to adopt your particular position or offering.



**Average Response Range:** 3.4 - 5.5

**Position Percentile Rank :** 0.0

**Organization Percentile Rank :** 0.0

#### PERSISTENCE

This scale provides an indication of your willingness to persist with a matter even when circumstances do not provide a ready solution or desirable outcome. High scores suggest that you are reluctant to give up on any matter and will consider all options and alternatives before conceding defeat. Low scores suggest that if a desirable outcome or solution is not readily forthcoming, you are more likely to turn your attention and energy to other things.



**Average Response Range:** 3.5 - 5.5

**Position Percentile Rank :** 80.0

**Organization Percentile Rank :** 80.0

## SECTION II: Competency Results

### EXPRESSIVENESS

Provides an indication of your interest in public contact. People who score high on Expressiveness label themselves as outgoing and having many social contacts. Low scores indicate that you may not have an interest in being sociable.



Average Response Range: 3.6 - 5.5

Position Percentile Rank : 100.0

Organization Percentile Rank : 100.0

### OPTIMISM

On this scale, high scores indicate that you try to maintain a positive and optimistic outlook on life and your experiences. Low scores suggest a tendency towards a more pessimistic or cynical view of things.



Average Response Range: 3.7 - 5.5

Position Percentile Rank : 20.0

Organization Percentile Rank : 20.0

### TEAMWORK

This scale provides a measure of whether you prefer to work alone or with others. High scores indicate a preference for working in close-knit teams. Low scores indicate a preference for solitary work.



Average Response Range: 3.8 - 5.5

Position Percentile Rank : 80.0

Organization Percentile Rank : 80.0

## SECTION II: Competency Results

### IDEA GENERATION / INNOVATION

This scale represents your attitude toward free thinking and creativity. High scores indicate that you will often feel compelled to generate and suggest new ideas and creative processes. Low scores indicate a preference for more systematic, traditional work.



**Average Response Range:** 3.9 - 5.5

**Position Percentile Rank :** 0.0

**Organization Percentile Rank :** 0.0

### COMMITMENT TO LEARNING

This scale provides a measure of your willingness to continually enhance your professional knowledge and experience. High scores indicate that you have a strong desire to increase your knowledge base and that you may be actively engaged in professional development activities. Low scores suggest a lack of interest or unwillingness to engage in continuing education activities.



**Average Response Range:** 4.0 - 5.5

**Position Percentile Rank :** 40.0

**Organization Percentile Rank :** 40.0

### STRESS TOLERANCE

This scale provides a general indication of your tolerance of stress. High scores suggest that you are able to manage most types of stress well enough that your health, relationships and work do not suffer. Low scores suggest that you have trouble dealing with and/or managing stress, such that its effects may cause your health, relationships and work to suffer.



**Average Response Range:** 4.1 - 5.5

**Position Percentile Rank :** 20.0

**Organization Percentile Rank :** 20.0



## SECTION II: Competency Results

### RISK TAKING

This scale provides a measure of your attitude toward taking risks. High scores suggest a willingness to take both personal and business risks, while low scores indicate high impulse control and a generally cautious outlook.



Average Response Range: 4.2 - 5.5

Position Percentile Rank : 80.0

Organization Percentile Rank : 80.0

### COMMUNICATION

#### LISTENING

This scale compiles scores from a variety of scales to provide an overall indication of your listening aptitude. High scores suggest high levels of patience, mindfulness of one's words and actions and an ability to convey empathy and understanding. Low scores are suggestive of higher levels of impatience and a preference for leading or dominating interactions.



Average Response Range: 4.3 - 6.5

Position Percentile Rank : 80.0

Organization Percentile Rank : 80.0

#### ASSERTIVENESS

This scale provides a measure of your willingness to be direct in your communication with others, to convey your wishes or needs or voice your displeasure to others. High scores are indicative of a strong willingness to be direct and assertive in your dealings with others when an occasion warrants it. Low scores are suggestive of a general reluctance to assert one's position or take people to task for their actions.



Average Response Range: 4.4 - 6.5

Position Percentile Rank : 40.0

Organization Percentile Rank : 40.0

## SECTION II: Competency Results

### COMMUNICATION ADAPTABILITY

This scale provides a measure of your ability to adapt your communications to your audience. High scores indicate that you are more likely to adjust your communication style to better match an individual or group. Low scores suggest that you may be more prone to use specialized or sophisticated language in an attempt to gain greater respect from others or better control over situations.



**Average Response Range:** 4.5 - 6.5

**Position Percentile Rank :** 100.0

**Organization Percentile Rank :** 100.0

### SELF REGARD

This scale provides a general measure of your self esteem, confidence and ability to deal with criticism. People with high scores on this scale will 'feel comfortable in their own skin' and equally comfortable with others. They will tend not to take criticism personally. People with low scores are more inclined to feel unsure about themselves and more likely to take criticism personally.



**Average Response Range:** 4.6 - 6.5

**Position Percentile Rank :** 100.0

**Organization Percentile Rank :** 100.0

## LEADERSHIP

### LEADERSHIP APTITUDE

This scale compiles scores from a variety of competency scales to provide an overall indication of your attitude toward leadership and your readiness and comfort with the task of leading others. High scores indicate that you view leadership requirements and responsibilities as a central, core competency and that you are actively cultivating many of the skills and habits that are necessary for effective leadership. Low scores indicate that you may have limited interest or experience of leadership roles and responsibilities at this time.



**Average Response Range:** 4.7 - 7.0

**Position Percentile Rank :** 60.0

**Organization Percentile Rank :** 60.0

## SECTION II: Competency Results

### WILLINGNESS TO LEAD

This scale represents your attitude toward leading a project or group of individuals. High scores indicate a preference for taking the lead on projects or within teams and setting work procedures. Low scores indicate a preference for taking a supportive role without leadership responsibilities.



Average Response Range: 4.8 - 7.0

Position Percentile Rank : 80.0

Organization Percentile Rank : 80.0

### VISION / FOCUS

This scale provides a measure of your sense of vision and focus. High scores suggest that you possess the ability and commitment to see future opportunities, trends and requirements and to focus and lead your profession strategically. Low scores suggest that you likely invest more time dealing with “desktop” or day-to-day issues than “big picture” matters.



Average Response Range: 4.9 - 7.0

Position Percentile Rank : 80.0

Organization Percentile Rank : 80.0

### TEAM BUILDING

This scale represents your attitude toward the leadership competency of team building. High scores suggest that you place considerable importance on this function in your business life and that you may be actively involved in identifying and developing talent and building teams. Low scores suggest that team building is either not a competency that is required in your work or it may be a function that has not been central to your work thus far.



Average Response Range: 5.0 - 7.0

Position Percentile Rank : 40.0

Organization Percentile Rank : 40.0

## SECTION II: Competency Results

### KNOWLEDGE

This scale measures your estimation of the breadth of general knowledge that you have acquired in your profession. High scores indicate that others will tend to see you as a subject matter expert and will often trust your advice and guidance. Low scores suggest that you may be more likely to seek out knowledge and/or guidance from trusted sources.



**Average Response Range:** 5.1 - 7.0

**Position Percentile Rank :** 20.0

**Organization Percentile Rank :** 20.0

### SECTION III: Self-Directed Professional Development Resources

On the pages that follow, you will see recommended professional development resources for many of the competencies in the preceding section. Your particular score on a given competency will generate specific development recommendations from a library of professional excellence resources, including online courses, workshops and seminars, DVD programs, audio/podcast files, articles and books. High scores on any competency scale may not include any development recommendations because that scale would be considered a core strength. However, you are free to browse through the library of resources for a given category at your leisure. Each of the development recommendations will be accompanied by a traffic light graphic. A red light will indicate lower scores on a competency relative to others and will represent areas that should be considered priority development opportunities. A yellow light will represent scores in the average range and can be considered secondary development areas. A green light will be associated with high scores and will indicate that the competency is a core strength.

**Disclaimer:** PHD is not responsible for the content of web sites which follow on as links from these pages. Where links to other sites are provided, no warranty is given as to the contents of the site following on from them and they should not be taken as an indication that PHD necessarily endorses any associated information, products or services. PHD does make every effort to ensure that the linked resources are relevant and professionally developed. However, PHD will not accept any liability whatsoever for loss of data, damage to computer or other equipment, for computer viruses or other malicious programs or data transmitted to such equipment or any type of damages or loss (including but not limited to loss of income, profits, business, revenue or consequential loss) which arises out of or is in any way connected with the use of these web sites, their contents or the provision or non-provision of any services offered therein.

#### Understanding

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.

Know of a good resource? Recommend it by [clicking here](#).



### SECTION III: Self-Directed Professional Development Resources

#### Patience

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

#### Ethical

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

### SECTION III: Self-Directed Professional Development Resources

#### Trustworthy

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

#### Problem Solving

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

### SECTION III: Self-Directed Professional Development Resources

#### Analytical

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

#### Planning

**Title :** Execute Your Strategy Without Killing It  
**Source :** Harvard Business  
**Resource Type :** Article  
**Web Link :** <http://blogs.harvardbusiness.org/hmu/2008/02/execute-your-strategy-without-1.php>



**Title :** Time Management & Planning Articles  
**Source :** Mind Tools  
**Resource Type :** Articles  
**Web Link :** [http://www.mindtools.com/pages/main/newMN\\_HTE.htm](http://www.mindtools.com/pages/main/newMN_HTE.htm)

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).



### SECTION III: Self-Directed Professional Development Resources

#### Follow Through

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

#### Adaptability

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

### SECTION III: Self-Directed Professional Development Resources

#### Initiative

**Title :** The Brand You50 (Reinventing Work)  
**Source :** Peters  
**Resource Type :** Book  
**Web Link :** [http://www.amazon.ca/Brand-You50-Reinventing-Work-Distinction/dp/0375407723/ref=r\\_1\\_1?ie=UTF8&s=books&qid=1224632516&sr=1-1](http://www.amazon.ca/Brand-You50-Reinventing-Work-Distinction/dp/0375407723/ref=r_1_1?ie=UTF8&s=books&qid=1224632516&sr=1-1)



**Title :** Ready For Anything  
**Source :** Allen  
**Resource Type :** Book  
**Web Link :** [http://www.amazon.ca/Ready-Anything-David-Allen/dp/0143034545/ref=sr\\_1\\_2?ie=UTF8&s=books&qid=1224632380&sr=1-2](http://www.amazon.ca/Ready-Anything-David-Allen/dp/0143034545/ref=sr_1_2?ie=UTF8&s=books&qid=1224632380&sr=1-2)

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).

#### Selling

**Title :** Persuasion Courses: Master List  
**Source :** Sauder School of Business  
**Resource Type :** Course  
**Web Link :** [http://www.sauder.ubc.ca/Programs/Executive\\_Education/Open\\_Enrollment\\_Programs/Vew\\_By\\_Date](http://www.sauder.ubc.ca/Programs/Executive_Education/Open_Enrollment_Programs/Vew_By_Date)



**Title :** Communicating With Power  
**Source :** MindLeaders  
**Resource Type :** Online Course  
**Web Link :** [https://link.mindleaders.com/e-learn/catalog/series/series\\_catalog.jsp?associd=WRLDW005&series\\_sku=srs.pocomm.c6g&batchmode=](https://link.mindleaders.com/e-learn/catalog/series/series_catalog.jsp?associd=WRLDW005&series_sku=srs.pocomm.c6g&batchmode=)

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).

### SECTION III: Self-Directed Professional Development Resources

#### Persistence

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

#### Expressiveness

**Title :** Building People Skills Workbook  
**Source :** Mind Tools  
**Resource Type :** Article  
**Web Link :** <https://www.mindtools.com/cgi-bin/sgx2/shop.cgi?page=BuildingPeopleSkills.htm>



**Title :** Building Self-Esteem and Assertiveness Skills  
**Source :** Soft Skills Courseware - Velsoft  
**Resource Type :** DVD Package (Manual/workbook/CD/DVD)  
**Web Link :** <http://softskillscourseware.com/products/>

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).

### SECTION III: Self-Directed Professional Development Resources

#### Optimism

**Title :** Optimism  
**Source :** Human Solutions  
**Resource Type :** Online Course  
**Web Link :** [http://www.wilsonbanwell.com/courses/index\\_to\\_courses.htm](http://www.wilsonbanwell.com/courses/index_to_courses.htm)



**Title :** Positive Thinking Revisited  
**Source :** UBC Continuing Studies  
**Resource Type :** Workshop  
**Web Link :** <http://www.lifeandcareer.ubc.ca/courses.html>

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).

#### Teamwork

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

### SECTION III: Self-Directed Professional Development Resources

#### Commitment to Learning

**Title :** The Fifth Discipline: The Art and Practice of the Learning Organization  
**Source :** Peter Senge  
**Resource Type :** Book  
**Web Link :** [http://www.amazon.ca/Fifth-Discipline-Practice-Learning-Organization/dp/038551724/ref=sr\\_1\\_1?ie=UTF8&s=books&qid=1227120545&sr=8-1](http://www.amazon.ca/Fifth-Discipline-Practice-Learning-Organization/dp/038551724/ref=sr_1_1?ie=UTF8&s=books&qid=1227120545&sr=8-1)



**Title :** The Lessons of Experience: How Successful Executives Develop on the Job  
**Source :** McCall et al.  
**Resource Type :** Book  
**Web Link :** <http://www.bookhq.com/compare/0669180955.html>

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).

#### Idea Generation / Innovation

**Title :** Innovation In The Workplace Series  
**Source :** MindLeaders  
**Resource Type :** Online Course  
**Web Link :** [https://link.mindleaders.com/e-learn/catalog/series/series\\_catalog.jsp?associd=WRLDW005&series\\_sku=srs.innova.d08&batchmode=](https://link.mindleaders.com/e-learn/catalog/series/series_catalog.jsp?associd=WRLDW005&series_sku=srs.innova.d08&batchmode=)



**Title :** Leading Innovation: Creating and Sustaining a Climate for Growth  
**Source :** Canadian Management Center  
**Resource Type :** Seminar  
**Web Link :** [http://www.cmctraining.org/reg/course.asp?sid=0&course\\_id=32131-XCNE&cat\\_id=10](http://www.cmctraining.org/reg/course.asp?sid=0&course_id=32131-XCNE&cat_id=10)

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Know of a good resource? Recommend it by [clicking here](#).

### SECTION III: Self-Directed Professional Development Resources

#### Stress Tolerance

**Title :** Self-Coaching & Personal Development Resources  
**Source :** Sauder School of Business  
**Resource Type :** Course  
**Web Link :** [http://www.sauder.ubc.ca/Programs/Executive\\_Education/Open\\_Enrollment\\_Programs/Vew\\_By\\_Date](http://www.sauder.ubc.ca/Programs/Executive_Education/Open_Enrollment_Programs/Vew_By_Date)



**Title :** Stress Management Series  
**Source :** MindLeaders  
**Resource Type :** Online Course  
**Web Link :** [https://link.mindleaders.com/e-learn/catalog/series/series\\_catalog.jsp?associd=WRLDW005&series\\_sku=srs.stress.2zp&batchmode=](https://link.mindleaders.com/e-learn/catalog/series/series_catalog.jsp?associd=WRLDW005&series_sku=srs.stress.2zp&batchmode=)

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).

#### Risk Taking

**Title :** Individual Excellence  
**Source :** EPIC Online Learning  
**Resource Type :** Online Course  
**Web Link :** <http://www.ed2go.com/cgi-bin/oic3/newcrsdes.cgi?name=epic&course=pie&title=Individual%20Excellence&departmentnum=PC&path=1>



**Title :** Skills For Making Great Decisions  
**Source :** EPIC Online Learning  
**Resource Type :** Online Course  
**Web Link :** <http://www.ed2go.com/cgi-bin/oic3/newcrsdes.cgi?name=epic&course=dec&title=Skill%20for%20Making%20Great%20Decisions&departmentnum=PC&path=1>

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).

### SECTION III: Self-Directed Professional Development Resources

#### Listening

**Title :** Listening Is A 10-Part Skill  
**Source :** Dr. Ralph Nichols  
**Resource Type :** Article  
**Web Link :** [http://www.listen.org/index.php?option=com\\_content&view=article&id=142:listening-is-a-10-part-skill&catid=51:listening-is-a-10-part-skill&Itemid=89](http://www.listen.org/index.php?option=com_content&view=article&id=142:listening-is-a-10-part-skill&catid=51:listening-is-a-10-part-skill&Itemid=89)



**Title :** "Two Ears, One Mouth. How Long Should You Talk?"  
**Source :** Canadian Management Center  
**Resource Type :** Article & PDF  
**Web Link :** [http://www.cmctraining.org/articles\\_view.asp?sid=0&article\\_id=6](http://www.cmctraining.org/articles_view.asp?sid=0&article_id=6)

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).

#### Assertiveness

**Title :** Effective Communication Skills  
**Source :** American Society For Quality  
**Resource Type :** Online Course  
**Web Link :** <http://www.asq.org/courses/communication-skills-consultants.html>



**Title :** Dealing With Difficult People  
**Source :** MindLeaders  
**Resource Type :** Online Course  
**Web Link :** [https://link.mindleaders.com/e-learn/catalog/series/series\\_catalog.jsp?associd=WRLDW005&series\\_sku=srs.diffip.4ko9&batchmode=](https://link.mindleaders.com/e-learn/catalog/series/series_catalog.jsp?associd=WRLDW005&series_sku=srs.diffip.4ko9&batchmode=)

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).

### SECTION III: Self-Directed Professional Development Resources

#### Self Regard

Your score on this competency suggests that this is a core strength. Further development recommendations are not provided at this level; however, you are welcome to browse through the current list of available resources. [Click here](#) to access the resource list.



Know of a good resource? Recommend it by [clicking here](#).

#### Leadership Aptitude

**Title :** How to Lead: Discover the Leader Within You  
**Source :** Mind Tools  
**Resource Type :** Article  
**Web Link :** <https://www.mindtools.com/cgi-bin/sgx2/shop.cgi?page=HowtoLead.htm>



**Title :** Eight Steps to Becoming an Effective Team Leader  
**Source :** Canadian Management Centre  
**Resource Type :** Article  
**Web Link :** [http://www.cmctraining.org/articles\\_view.asp?sid=0&article\\_id=170](http://www.cmctraining.org/articles_view.asp?sid=0&article_id=170)

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).



### SECTION III: Self-Directed Professional Development Resources

#### Team Building

**Title :** Leading and Motivating  
**Source :** Treeline  
**Resource Type :** Online Course  
**Web Link :** <http://www.treelinetraining.com/modules/smartshop/item.php?itemid=161>



**Title :** Succession Planning  
**Source :** Treeline  
**Resource Type :** Online Course  
**Web Link :** <http://www.treelinetraining.com/modules/smartshop/item.php?itemid=135>

[Click here](#) to view a complete list of current resources for this competency.

Know of a good resource? Recommend it by [clicking here](#).