

VOICE CARD

Example

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Summary

Your compass shows a harmonious personality focused on creating balance and collaboration. Your self-image is supportive, and you are comfortable in roles where you can help and support others. Your learning style is decisive, favoring structured and goal-oriented approaches. Your competencies indicate a strong tendency for strategic thinking, especially in social and emotional contexts. You perform well under pressure and maintain calm in stressful situations. You have a natural ability to understand complex situations and make decisions that benefit others.

Strengths and qualities

- Strong in strategic thinking and decision-making
- Excellent at supporting and helping others
- Good at maintaining calm under pressure
- Strong in creating balance and harmony
- Effective at understanding complex situations
- Decisive and goal-oriented in approach

Potential pitfalls

- Struggles with operational tasks
- Tendency to over-help
- Can become overwhelmed by emotional pressure
- Difficulty letting go of control
- May focus too much on strategic thinking
- Tendency to take on too much responsibility

When in balance

You maintain balance by focusing on strategic thinking and collaboration.

Under pressure

Under pressure, you remain calm and focused, utilizing your strategic skills.

Learning style

A learning style is the way you prefer to absorb, process, and apply new information.

You learn best through structured and goal-oriented approaches.

Where You excel most

- Strategic thinking and decision-making
- Supporting and helping others
- Maintaining calm under pressure
- Creating balance and harmony
- Understanding complex situations
- Goal-oriented approach

Areas for further development

- Improving operational skills
- Setting boundaries in helping
- Managing emotional pressure
- Letting go of control
- Balancing strategy and execution
- Sharing responsibilities

Possible career paths

- Strategic management
- Human resources
- Project management
- Consultancy
- Education and training
- Organizational development

Full competency matrix



This overview shows how often the behaviors associated with each competency have been expressed by you in daily practice over the past 8 to 12 months.

The results are divided into three levels of expression:

1. **Low** – Behaviors that are still developing and offer room for growth.
2. **Medium** – Behaviors that are consistently developing and regularly visible.
3. **High** – Behaviors that are naturally strong and clearly evident in your daily actions.

Governance and organisational

Competency	Operational	Tactical	Strategic
Management	High	Medium	High
Vision	High	High	High
Planning & Organizing	Low	High	High
Result-oriented	Low	Low	High
Entrepreneurship	High	Low	High

Tip: Focus on strategic thinking and balance between vision and execution.

Socially communicative

Competency	Operational	Tactical	Strategic
Collaborating	Low	Low	High
Involvement	Low	Low	High
Persuasiveness	High	Low	Low
Organizational Awareness	Medium	Medium	High
Networking	High	Low	High
Customer Focus	Low	High	Medium
Communication Skills	Low	High	Low

Tip: Use your strong strategic social skills to promote collaboration.

Intellectual

Competency	Operational	Tactical	Strategic
Analytical Skills	Low	Low	High
Judgment	High	Medium	Medium
Environmental Awareness	Low	Low	High
Creativity	High	Low	Medium
Craftsmanship	High	Low	Medium

Tip: Use your strategic analytical skills to solve complex problems.

Emotional

Competency	Operational	Tactical	Strategic
Empathy	High	Medium	High
Integrity	High	High	Medium
Self-confidence	Medium	High	High
Courage	Medium	Medium	High
Stress Resilience	Low	High	Medium

Tip: Use your emotional intelligence to manage stress and maintain integrity.

Task oriented

Competency	Operational	Tactical	Strategic
Initiative	Medium	High	Medium
Quality Awareness	Medium	Low	High
Decisiveness	Medium	High	Low
Flexibility	Medium	Medium	High
Effort	Medium	Medium	High

Tip: Focus on improving flexibility and quality orientation.

Competency development

Competency	Operational	Tactical	Strategic
Coaching	Medium	High	Medium
Learning Ability	Low	Medium	High

Tip: Focus on improving learning ability and coaching skills.

3 Tips

1. Focus on strategic goals
2. Set clear boundaries
3. Share responsibilities

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