

# Top-40 competences Procurement 2024

## Operational/tactical

<b>Result-oriented</b> Being focused on achieving objectives and results, persevering in the face of adversity	59%	<b>Adaptability</b> Purposefully adapting actions to different individuals.	9%
<b>Negotiating</b> Coming to an agreement in situations in which people have a common objective but different interests.	51%	<b>Stress resistance</b> Being able to handle stress.	11%
<b>Cooperation</b> Working with others in order to effectively contribute to a common objective.	63%	<b>Situational awareness</b> Demonstrate being well informed about developments in one's environment and effectively using this information for one's own organisation.	3%
<b>Accuracy</b> Effectively handling detailed information and being consistently attentive to details.	52%	<b>Organisational sensitivity</b> Recognising the impact of one's own decisions or actions on other parts of the organisation.	10%
<b>Planning</b> Systematically organising activities and setting time frames, setting priorities.	18%	<b>Market orientation</b> Demonstrate being well informed about developments in the market.	22%
<b>Decisiveness</b> Independently making decisions and sticking to them; having the courage to make firm decisions.	24%	<b>Willingness to change</b> Dealing with changes, the ability to relate to the common interest and the willingness to act accordingly.	
<b>Social skills</b> Being able to successfully establish contact with others.	22%	<b>Dutifulness</b> Demonstrating commitment to agreements.	11%
<b>Customer focus</b> Identifying and actively responding to clients' wishes and needs.	32%	<b>Creativity</b> Providing original solutions to problems. Coming up with new work methods and alternative angles.	8%
<b>Listening skills</b> Being able to gather important information through verbal communication, obtaining clarification by asking questions.	13%	<b>Strategic insight</b> Setting strategic objectives for the organisation.	1%
<b>Analysing and forming opinions</b> Being focused on examining matters in a systematic way.	14%	<b>Presenting</b> Presenting one's own point of view in such a way that the information is conveyed effectively.	7%
<b>Devotion to quality</b> Demanding a high quality of provided products and services, and acting accordingly.	12%	<b>Assertiveness</b> Effectively standing up for oneself.	4%
<b>Performing under pressure</b> Maintaining an effective performance under pressure, or when faced with setbacks or disappointment.	28%	<b>Teambuilding</b> Encouraging cooperation within the team in order to achieve common objectives.	10%
<b>Structuring</b> Applying, implementing and maintaining structure in day-to-day business.	25%	<b>Innovating</b> Identifying opportunities to implement changes and improvements.	2%
<b>Commercial drive</b> Demonstrating the will and the strength to generate business.	26%	<b>Sensitivity</b> Recognising and responding to other people's motives and feelings.	3%
<b>Integrity</b> Complying with generally accepted standards in activities related to the position.	24%	<b>Helicopter view</b> Maintaining an overview of the situation, and taking some distance in order to create an overview.	3%
<b>Flexibility</b> Being able to change one's own behaviour or approach in order to achieve a certain objective.	19%	<b>Vitality</b> Lively and enthusiastic demeanour.	1%
<b>Persuasiveness</b> Presenting ideas and opinions with arguments and eloquence in order to reach an agreement.	10%	<b>Motivating</b> Stimulating employees to display desirable behaviour or perform the desired activities.	4%
<b>Service-oriented</b> Being focused on supporting others in achieving their objectives.	10%	<b>Personal development</b> Being aware of one's own strengths and weaknesses: consciously working on personal development.	0%
<b>Initiative</b> Identifying opportunities and taking action.	17%	<b>Analysing people's motivations</b> Finding out other people's perspectives.	2%
<b>Drive</b> Drive, passion.	8%	<b>Directing</b> Directing others, taking charge.	2%
<b>Entrepreneurship</b> Identifying and/or creating new possibilities within new or existing frameworks.	16%	<b>Providing feedback</b> Giving scope to employees by sharing one's views on their performance.	
<b>Creating support</b> Imagining other people's concerns and involving them in changes.	11%	<b>Delegating</b> Delegating work in an understandable, structured and verifiable manner.	5%