

# Top-40 competences Procurement 2021

## Result-oriented

Being focused on achieving objectives and results, persevering in the face of adversity

## Cooperation

Working with others in order to effectively contribute to a common objective.

## Negotiating

Coming to an agreement in situations in which people have a common objective but different interests.

## Strategic insight

Setting strategic objectives for the organisation.

## Accuracy

Effectively handling detailed information and being consistently attentive to details.

## Decisiveness

Independently making decisions and sticking to them; having the courage to make firm decisions.

## Customer focus

Identifying and actively responding to clients' wishes and needs.

## Organisational sensitivity

Recognising the impact of one's own decisions or actions on other parts of the organisation.

## Entrepreneurship

Identifying and/or creating new possibilities within new or existing frameworks.

## Commercial drive

Demonstrating the will and the strength to generate business.

## Creating support

Imagining other people's concerns and involving them in changes.

## Market orientation

Demonstrate being well informed about developments in the market.

## Performing under pressure

Maintaining an effective performance under pressure, or when faced with setbacks or disappointment.

## Structuring

Applying, implementing and maintaining structure in day-to-day business.

## Helicopter view

Maintaining an overview of the situation, and taking some distance in order to create an overview.

## Planning

Systematically organising activities and setting time frames, setting priorities.

## Social skills

Being able to successfully establish contact with others.

## Persuasiveness

Presenting ideas and opinions with arguments and eloquence in order to reach an agreement.

## Integrity

Complying with generally accepted standards in activities related to the position.

## Initiative

Identifying opportunities and taking action.

## Flexibility

Being able to change one's own behaviour or approach in order to achieve a certain objective.

## Analysing and forming opinions

Being focused on examining matters in a systematic way.

52%	<b>Listening skills</b>	Being able to gather important information through verbal communication, obtaining clarification by asking questions.	12%
49%	<b>Devotion to quality</b>	Demanding a high quality of provided products and services, and acting accordingly.	12%
45%	<b>Creativity</b>	Providing original solutions to problems. Coming up with new work methods and alternative angles.	11%
36%	<b>Innovating</b>	Identifying opportunities to implement changes and improvements.	11%
28%	<b>Teambuilding</b>	Encouraging cooperation within the team in order to achieve common objectives.	11%
27%	<b>Willingness to change</b>	Dealing with changes, the ability to relate to the common interest and the willingness to act accordingly.	10%
27%	<b>Service-oriented</b>	Being focused on supporting others in achieving their objectives.	10%
27%	<b>Stress resistance</b>	Being able to handle stress.	8%
26%	<b>Dutifulness</b>	Demonstrating commitment to agreements.	8%
25%	<b>Drive</b>	Drive, passion.	8%
24%	<b>Situational awareness</b>	Demonstrate being well informed about developments in one's environment and effectively using this information for one's own organisation.	8%
22%	<b>Adaptability</b>	Purposefully adapting actions to different individuals.	8%
21%	<b>Presenting</b>	Presenting one's own point of view in such a way that the information is conveyed effectively.	7%
18%	<b>Assertiveness</b>	Effectively standing up for oneself.	7%
18%	<b>Motivating</b>	Stimulating employees to display desirable behaviour or perform the desired activities.	6%
18%	<b>Delegating</b>	Delegating work in an understandable, structured and verifiable manner.	5%
17%	<b>Personal development</b>	Being aware of one's own strengths and weaknesses: consciously working on personal development.	4%
16%	<b>Directing</b>	Directing others, taking charge.	4%
15%	<b>Vitality</b>	Lively and enthusiastic demeanour.	3%
15%	<b>Sensitivity</b>	Recognising and responding to other people's motives and feelings.	3%
15%	<b>Analysing people's motivations</b>	Finding out other people's perspectives.	3%
13%	<b>Providing feedback</b>	Giving scope to employees by sharing one's views on their performance.	2%