

Top-40 competences Procurement 2024

Result-oriented

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

Negotiating

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

Cooperation

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

Strategic insight

Setting strategic objectives for the organisation.

Decisiveness

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

Organisational sensitivity

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

Creating support

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

Accuracy

Effectively handling detailed information and being consistently attentive to details.

Analysing and forming opinions

Being focused on examining matters in a systematic way.

Entrepreneurship

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

Helicopter view

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

Social skills

Being able to successfully establish contact with others.

Planning

Systematically organising activities and setting time frames, setting priorities.

Listening skills

Being able to gather important information through verbal communication, obtaining clarification by asking questions.

Customer focus

Identifying and actively responding to clients' wishes and needs.

Persuasiveness

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

Structuring

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

Integrity

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

Commercial drive

Demonstrating the will and the strength to generate business.

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.

Initiative

Identifying opportunities and taking action.

49%	Situational awareness	14%
	Demonstrate being well informed about developments in one's environment and effectively using this information for one's own organisation.	
49%	Devotion to quality	14%
	Demanding a high quality of provided products and services, and acting accordingly.	
42%	Flexibility	12%
	Being able to change one's own behaviour or approach in order to achieve a certain objective.	
40%	Presenting	12%
	Presenting one's own point of view in such a way that the information is conveyed effectively.	
28%	Adaptability	11%
	Purposefully adapting actions to different individuals.	
26%	Willingness to change	11%
	Dealing with changes, the ability to relate to the common interest and the willingness to act accordingly.	
25%	Drive	11%
	Drive, passion.	
23%	Stress resistance	10%
	Being able to handle stress.	
22%	Service-oriented	9%
	Being focused on supporting others in achieving their objectives.	
22%	Directing	9%
	Directing others, taking charge.	
21%	Innovating	9%
	Identifying opportunities to implement changes and improvements.	
21%	Creativity	9%
	Providing original solutions to problems. Coming up with new work methods and alternative angles.	
20%	Motivating	7%
	Stimulating employees to display desirable behaviour or perform the desired activities.	
20%	Teambuilding	7%
	Encouraging cooperation within the team in order to achieve common objectives.	
19%	Delegating	6%
	Delegating work in an understandable, structured and verifiable manner.	
19%	Dutifulness	6%
	Demonstrating commitment to agreements.	
18%	Assertiveness	4%
	Effectively standing up for oneself.	
18%	Analysing people's motivations	4%
	Finding out other people's perspectives.	
18%	Sensitivity	3%
	Recognising and responding to other people's motives and feelings.	
17%	Personal development	2%
	Being aware of one's own strengths and weaknesses: consciously working on personal development.	
16%	Vitality	2%
	Lively and enthusiastic demeanour.	
15%	Providing feedback	1%
	Giving scope to employees by sharing one's views on their performance.	