

Top-40 competences Procurement 2024

Strategic

Strategic insight

Setting strategic objectives for the organisation.

Organisational sensitivity

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

Negotiating

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

Creating support

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

Helicopter view

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

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.

Entrepreneurship

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

Decisiveness

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

Analysing and forming opinions

Being focused on examining matters in a systematic way.

Market orientation

Demonstrate being well informed about developments in the market.

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.

Presenting

Presenting one's own point of view in such a way that the information is conveyed effectively.

Listening skills

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

Directing

Directing others, taking charge.

Situational awareness

Demonstrate being well informed about developments in one's environment and effectively using this information for one's own organisation.

Structuring

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

Commercial drive

Demonstrating the will and the strength to generate business.

Innovating

Identifying opportunities to implement changes and improvements.

Social skills

Being able to successfully establish contact with others.

Initiative

Identifying opportunities and taking action.

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| 72% | Willingness to change | 13% |
| | Dealing with changes, the ability to relate to the common interest and the willingness to act accordingly. | |
| 42% | Performing under pressure | 12% |
| | Maintaining an effective performance under pressure, or when faced with setbacks or disappointment. | |
| 40% | Customer focus | 12% |
| | Identifying and actively responding to clients' wishes and needs. | |
| 38% | Motivating | 11% |
| | Stimulating employees to display desirable behaviour or perform the desired activities. | |
| 38% | Delegating | 11% |
| | Delegating work in an understandable, structured and verifiable manner. | |
| 37% | Teambuilding | 10% |
| | Encouraging cooperation within the team in order to achieve common objectives. | |
| 34% | Adaptability | 10% |
| | Purposefully adapting actions to different individuals. | |
| 31% | Creativity | 9% |
| | Providing original solutions to problems. Coming up with new work methods and alternative angles. | |
| 28% | Planning | 9% |
| | Systematically organising activities and setting time frames, setting priorities. | |
| 23% | Stress resistance | 8% |
| | Being able to handle stress. | |
| 23% | Devotion to quality | 7% |
| | Demanding a high quality of provided products and services, and acting accordingly. | |
| 21% | Drive | 6% |
| | Drive, passion. | |
| 19% | Analysing people's motivations | 6% |
| | Finding out other people's perspectives. | |
| 18% | Flexibility | 6% |
| | Being able to change one's own behaviour or approach in order to achieve a certain objective. | |
| 17% | Accuracy | 3% |
| | Effectively handling detailed information and being consistently attentive to details. | |
| 17% | Sensitivity | 3% |
| | Recognising and responding to other people's motives and feelings. | |
| 16% | Assertiveness | 3% |
| | Effectively standing up for oneself. | |
| 16% | Personal development | 2% |
| | Being aware of one's own strengths and weaknesses: consciously working on personal development. | |
| 16% | Dutifulness | 2% |
| | Demonstrating commitment to agreements. | |
| 14% | Vitality | 2% |
| | Lively and enthusiastic demeanour. | |
| 14% | Service-oriented | 1% |
| | Being focused on supporting others in achieving their objectives. | |
| 13% | Providing feedback | 1% |
| | Giving scope to employees by sharing one's views on their performance. | |