

CHANGE PROGRAM PROFESSIONAL RESOURCES

SELF-KNOWLEDGE

The first phase of SELF-KNOWLEDGE is designed to help you explore and identify your interests, preferences, opportunities and motivations, both on a personal and professional level.

We offer you activities and resources that will facilitate self-evaluation by answering questions about: What do you really like to do?

What are your strengths and what are your areas of improvement? What are your main motivations and how will they help you reach your objective?

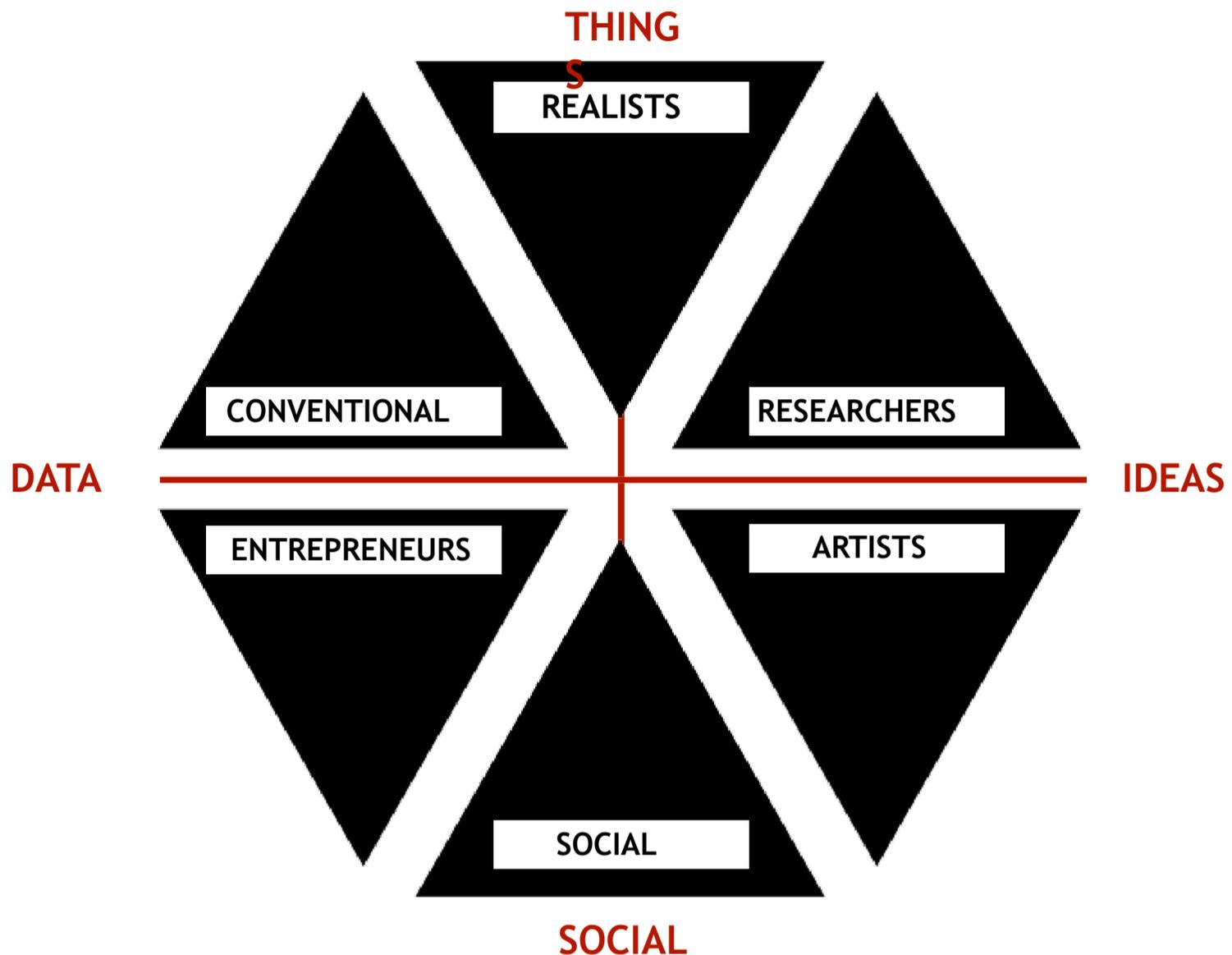
-
1. **Professional Interests.** Identify which type of work is more in tune with your personality and your interests.

[PDF](#)

2. **Competences.** With this exercise you will be able to define the level of satisfaction with your technical and management competences. In this way you will be able to define both your areas of improvement and what you must focus on to achieve your goals.

[PDF](#)

PROFESSIONAL INTERESTS



Instructions:

Choose the area in which your professional interests are located.

- REALISTS: people focused on executive jobs, they prefer manual activities, with machinery, etc.
- RESEARCHERS: people focused on theoretical work and information as well as analytical and intellectual thinking.
- ARTISTS: people who stand out due to their search for originality and creativity.
- SOCIAL: they prefer work involving support, collaboration, care and help for others.
- ENTREPRENEURS: people who like competitive environments, promotion and sales. They focus on project management.
- CONVENTIONAL: focused on organization. They are precise, orderly and detail-oriented.

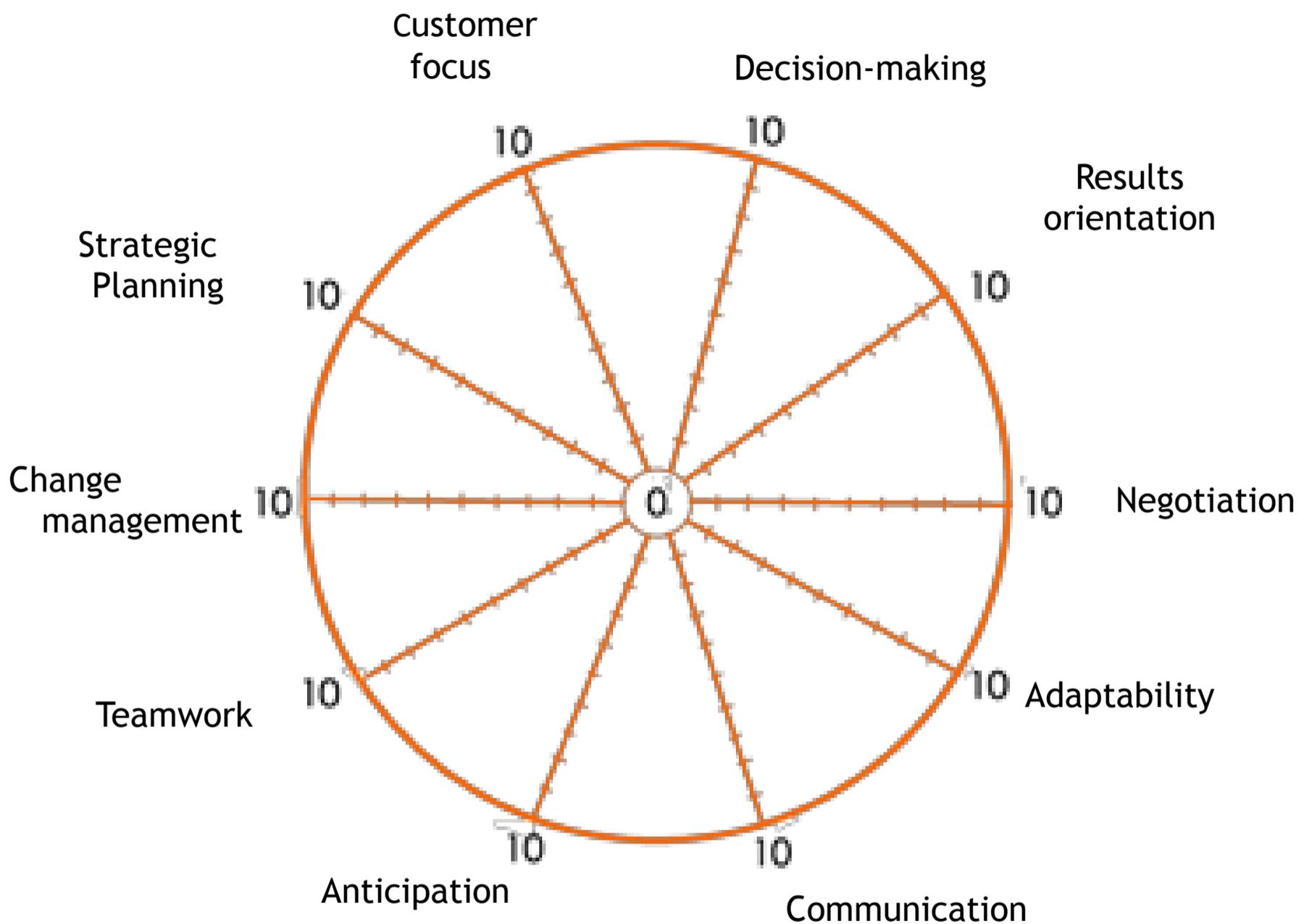
Action plan:

Once you have chosen the preferred field for your professional development, establish which professions and areas of specialization you are interested in.

Example:

"I am a greatly interested in information and process analysis. I am interested in organizations, particularly multinational environments, and I work well by focusing on the details. I've studied engineering, because my passion is artificial intelligence." With this information and the career sheets, what should I focus on? What are my preferred professional positions?

MANAGEMENT COMPETENCES



Objective:

The MANAGEMENT Skills Wheel is a simple tool that provides self-assessment information on the skills analyzed.

Instructions:

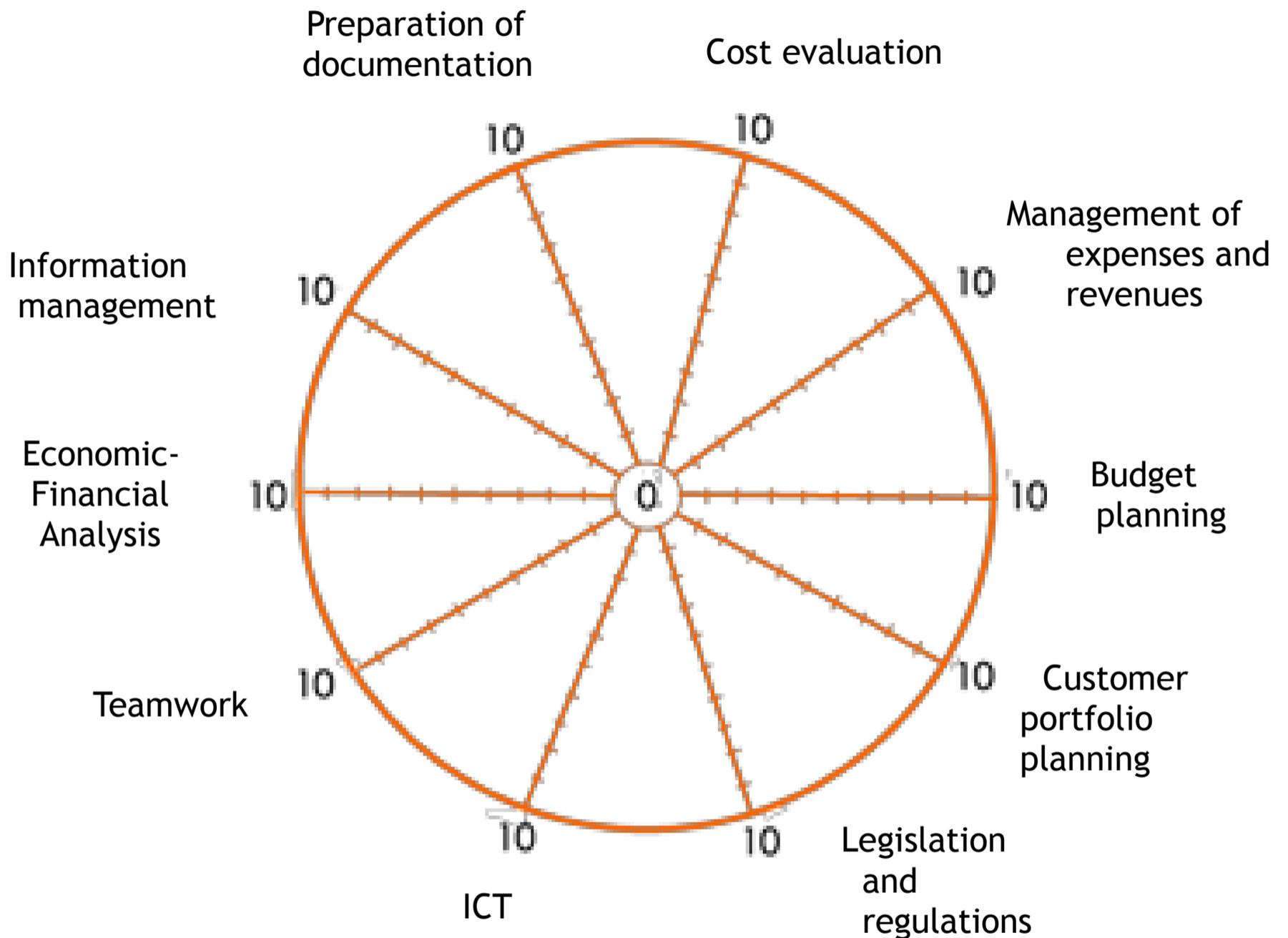
The wheel contains 10 sections representing 10 key management competences. You can use the example competences or others that you consider of greater value for your case.

The exercise measures the level of satisfaction in the indicated areas, assigning a score of 0 in the center of the wheel and an ideal score of 10 in the outer circle. To do this you must mark where you are now in each of the competences.

Action plan:

Assesses all competences and establishes a plan of action for those that need to be addressed in order to achieve your professional objective.

TECHNICAL COMPETENCES



Objective:

The TECHNICAL Skills Wheel is a simple tool that provides self-assessment information on the skills analyzed.

Instructions:

The wheel contains 10 sections representing 10 key management competences. You can use the example competences or others that you consider of greater value for your case.

The exercise measures the level of satisfaction in the indicated areas, assigning a score of 0 in the center of the wheel and an ideal score of 10 in the outer circle. To do this you must mark where you are now in each of the competences.

Action plan:

Assesses all competences and establishes a plan of action for those that need to be addressed in order to achieve your professional objective.