

## TYÖELÄMÄN TUNNEÄLYTAIDOT - KEHITTÄMISRAPORTTI

## TUNNE TAITOSI, TIEDÄ KYKYSI

Työelämässä menestymisen muodostavat seuraavat taidot:

- Tapa tehdä päätöksiä uusista asioista
- Asioiden arviointi riskien ja mahdollisuuksien kautta
- Valmius tuoda omat ajatukset esille
- Kyky ottaa huomioon ja käyttöön uusia ajatuksia ja ratkaisuja
- Kyky havaita muiden tunteita ja tuntemuksia
- Taito toimia järjestelmien ja prosessien mukaisesti
- Halu noudattaa perinteisiä sääntöjä ja traditioita
- Kyky hallita stressiä
- Taito hallita tunteiden esiin tulemistä
- Ymmärrys siitä, miten ja millaisena muut sinut näkevät

Emotions and Behaviours at Work ([www.ebwonline.com](http://www.ebwonline.com)) on Brittiläinen tieteellisesti luotu työkalu, jonka avulla jokainen voi selvittää omat vahvuutensa ja menestyksensä rakentamisen työkalut.

Kehittämisyhteistyö kertoo sinulle, miten sinä sijoitit suhteessa muihin. Raportti nostaa esille vahvuuksiasi ja auttaa sinua kehittämään ja hallitsemaan omia kykyjäsi saadaksesi haluamasi menestyksen.

Raportti lähetetään sinulle sähköisenä, asiantuntijan henkilökohtaisesti sinulle kohdennetuilla kommentteilla.

Raportin kustannus on 65 € + alv

Seuraavassa kaksi kuvankaappausta raportista.

### Decisiveness

The capacity and preparedness to take decisions, accept responsibility and take the initiative. Provides clarity on issues and is prepared to be assertive.

### Emotional Behavioural Indicator



### Feedback

You have scored the right side of the Decisive Scale. People who score highly in this area are generally comfortable making decisions and are prepared to make decisions quickly and firmly. You generally like to have things clear as soon as you can and may find it frustrating when you have to work with uncertainty. Your decisiveness may make you appear relatively confident to others.

## Decision Making

*You may seem to be relatively confident when making decisions and this can be reassuring for those around you but there can be times when it is beneficial to take more time before committing yourself.*

### Questions

- Can you think of any situations when you were required to postpone making a decision longer than you would have liked? How did this affect you? Was the final decision any better than the one you would have taken initially? How did waiting for the decision affect those around you (e.g. your team) and what did you do (or could you have done) to deal with the uncertainty?
- Those who tend to put off making decisions can sometimes be seen as weak or lacking in confidence to other. Can you think of someone you know who is less ready than you are to make decisions? Do you see this as a weakness in them? Are the decisions they make any worse for having delayed them? How do they perceive you on the basis of your decision making style □ confident, bold, in control, rash, ill-considered, unprepared, impatient?
- Sometimes, making a decision and acting on it can be a lot more comfortable than keeping things open? Can you think of any situations where you acted too quickly and should have kept your options open longer? What was the cost of doing this? Has this changed the way you make decisions? If it has, how has it changed them and, if it hasn't, why not?