

# Analysis of the gap between a given position's requirements and the job holder's competency profile:

## Michel's profile

## Job requirements

| Strengths  | Limits  |
|--|---|
| <ul style="list-style-type: none"> <li>✓ Knowledge of the product A</li> <li>✓ Personal balance</li> <li>✓ Autonomy</li> <li>✓ Leadership</li> <li>✓ Team spirit</li> <li>✓ Listening</li> <li>✓ Transparency</li> <li>✓ Customer-orientation</li> <li>✓ Neat presentation</li> <li>✓ Self-confidence</li> <li>✓ Public speaking skills</li> <li>✓ Business-orientation</li> </ul> | <ul style="list-style-type: none"> <li>✗ Leadership skills</li> <li>✗ Delegation skills</li> <li>✗ Knowledge of products B and C</li> <li>✗ Command of IT tools</li> <li>✗ Design of business plans</li> <li>✗ Ambition</li> <li>✗ Geographic mobility</li> </ul> |



| Criteria of success for the Head of Sales  |
|--|
| <ul style="list-style-type: none"> <li>▪ Display a strong resistance to stress - excellent personal foundations</li> <li>▪ Reassure and energize the team</li> <li>▪ Be frank and transparent with numbers</li> <li>▪ Manage conflicts and complaints</li> <li>▪ Set the team's goals</li> <li>▪ Delegate customer-related tasks</li> <li>▪ Manage administrative tasks</li> <li>▪ Master the key aspects of all products in this sector: A, B, C</li> </ul> |