

# DCM<sup>31C</sup> · Results 19/10/2023

## Graph

The 11 key aspects are shown,  
according to the result obtained by: **Juan Pérez**

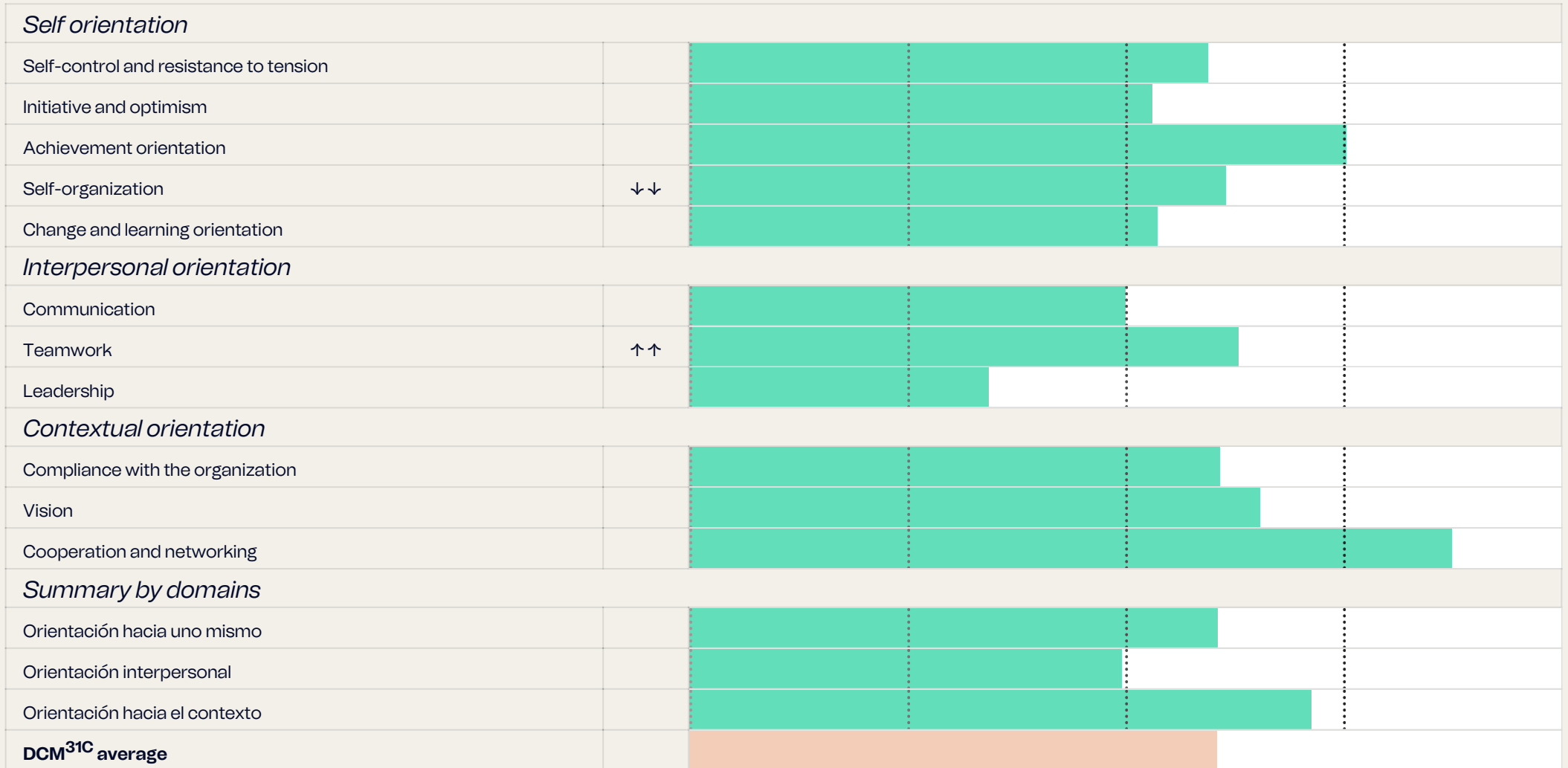
### Please note that...

If in any aspect you see the symbol ↑↑, it means there is dispersion, and the assessment by other analysts on this aspect is significantly higher than that of the interested person.

If in any aspect you see the symbol ↓↓, it means there is dispersion, and the assessment by other analysts on this aspect is significantly lower than that of the interested person.

The less valued aspects only indicate that, **at this moment**, they are not being adequately addressed.

Behaviors do not define a person's abilities, although they are partly based on them. If any behavior is rated lower than expected, it is possible that others do not see you as competent as you see yourself. In that case, check if the dispersion symbol appears on the right. Your task from now on will be to demonstrate this specific behavior more clearly. In any case, the areas for improvement that the system points out to you correspond to what DCM believes you need to improve here and now, as a priority, even if those behaviors are not necessarily the lowest-rated.



**Caption**

Limited performance    Below average    Above average    Desempeño excelente

### **Strengths:**

- Maintains a high level of quality in their individual work and responsibilities, supervising them.
- Supervises and ensures the veracity of the information it handles.
- Search and promote opportunities to articulate collaborations with people outside the Organization/Study Center.
- Maintains a balance between the realization of their daily activities and the collaboration with other people of the Organization/Study Center.

### **Areas for improvement, bridge to the future:**

- **When the situation requires it, not always** he is involved in activities proposed by the Organization/Study Center.
- **When the situation requires it, not always** assumes responsibility with autonomy.
- **When the situation requires it, not always** incorporates to his work and responsibilities the possibilities offered by new technologies to increase their efficiency and effectiveness.
- **When the situation requires it, not always** represents and defends the team to others.

*Analysts:* · **Juan Pérez** (Applicant) · **María García** (Privileged informant) · **Pedro López** (Analyst)

## Development guide

The "improvement paths" are useful to focus on the right direction.

If you are able to know what the first step you should take is, you are already on the way... "It is not necessary to see the whole staircase to reach the last floor... it is enough to see the next step"

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### **You can use this guide as an orientation for your process:**

- Choose an area for improvement from the "bridge to the future" that appears in this report and turn it into an appropriate goal for you, at this time.
- Make sure the goal is specific, measurable, achievable and realistic.
- Identify what you really want and think about what indicators will help you assess progress (if you visualize yourself with the goal achieved, it will be easier for you to find progress indicators).
- Develop an "action plan" focusing on the first steps (where am I going to start right now!).
- Identify the resources you need to mobilize. Most of them will be personal... (time, will...) although for some goals you may need training, the help of a coach... Value it.
- Take into account the possible limitations and impediments that could thwart your goal. Plan how to deal with them if they arise.
- Set a date to monitor and review progress. Write it down in your diary!
- We invite you to experience improvement as a continuous development process!.

This report will be complemented by a behavioral study that will enhance your self-awareness and help you better prepare for an academic or job interview.

## **This is an example of a work plan.**

### **Manages setbacks effectively:**

Managing setbacks effectively is a crucial skill in both college and life in general. Here are some strategies to improve in this area:

- 1. Stay calm: In situations of setbacks, it is important to remain calm and avoid impulsive reactions. Take a deep breath and take a moment to assess the situation before acting.
- 2. Assess ...
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

By practicing these strategies and developing skills to manage setbacks effectively, you will be better prepared to meet the challenges that may arise during your academic studies and in your personal and professional life.