

wopi

SERVICE PATH

From acquisition to
development of competence

From Recruitment, to
Career planning
Coaching
Team building
Work well-being



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Acquisition and
development of
competence



Independent performer, Leader-influencer or Collaborator.

Implementer or Innovator of things. Feels at home in **orderly** or in **variety** providing work environments. **TEAM** seeks for results but customer service sucks. The management group performs strongly but lacks new ideas.

WOPI is a concept for acquisition and development of work competence. Its hub comprises 14 basic competencies, individuals' characteristic ways of acting, planning & problem solving and looking at the world and oneself. They guide all educational, occupational and job specific competence.

The main tool WOPI is a research based and multilingual test measuring basic competencies of individuals and work teams. It is used in recruitment, career planning, coaching of individuals and teams and in development of work well-being. It has been taken by more than 200.000 individuals. Data is safe in data center physically situated on EU soil. See [sample profiles](#).



INDEPENDENT ACTION

focused, quality-oriented action
competitive, results-oriented action

LEADERSHIP-INFLUENCING

setting direction, leading action
inspiring, leading thoughts

COLLABORATION

communication
advisory
listening

PLANNING & PROBLEM SOLVING

fact- vs. idea-seeking approach
focused vs. broad perception
standard vs. creative solutions
cautious vs. risk taking implementation

WORK ENVIRONMENT & VIEWING

preference for stable vs. mobile environments
realism vs. optimism
self-reflection

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RECRUITMENT AND CAREER PLANNING

WOPI-CERTIFICATION TRAINING

1-day, case-emphasized live/remote training creates the skill in using WOPI. Skill attainment is checked in independently performed case-analyses.

RECRUITMENT

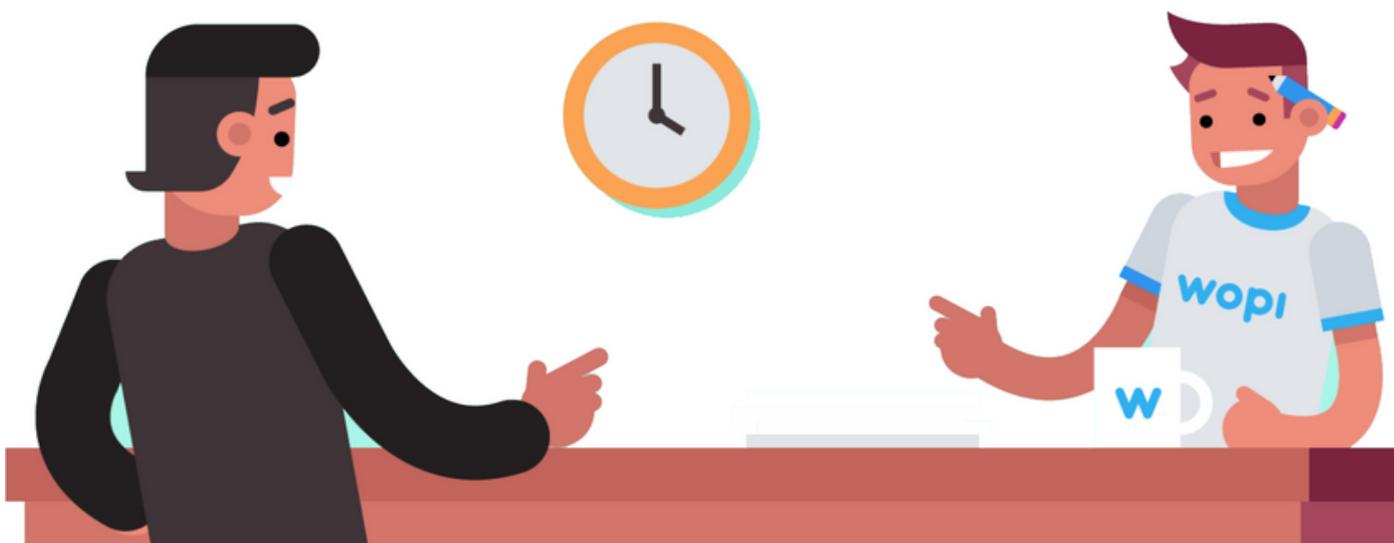
WOPI measures candidates' basic competencies deriving from their characteristic motivations, ways of thinking and attitudes. Match to jobs is obtained by appraising the job's basic competency requirements. At recruitment taken WOPI test gives a springboard for career planning.

CAREER PLANNING + SELF-AWARENESS

Competence is viewed as expert figures from a Quality seeker to an Optimist. The person chooses figures characteristic of oneself among those presented on the [pdf document](#) at the website lesson "[Self-performed career planning](#)" or by using a particular "Experts" card deck.

As continuation, the individual is given a chance to fill out the 224-item WOPI test generating a detailed and comprehensive competency portrait of him/her.

3h TRAINING
Expert figure
choices
+ WOPI test



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COACHING

LEADERSHIP ROLES

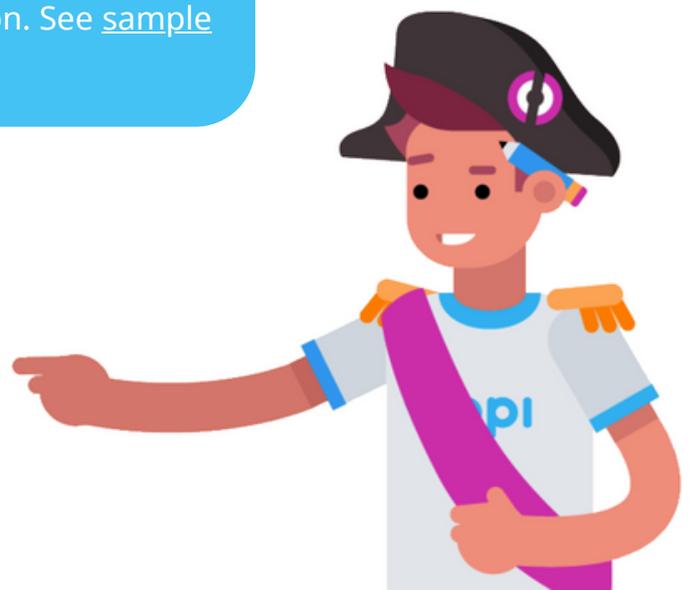
WOPI Leadership roles - Direction setter, Administrator, Participator, Coach and Change agent – present leadership behaviors useful in different environments. The roles encompass both strengths and drawbacks leading everyone to encounter his/her development needs. The individual ranks his/her favored roles on the [pdf form](#) at the website lesson "[Leadership roles – sparring for managers](#)". Self-appraisals are then compared to ranking suggested by the WOPI test.

3h TRAINING
Leadership role
self-ranking
+ WOPI test

WOPI360°

WOPI360° is a 50-item questionnaire for evaluation of managers' and professionals' realized competence. The results indicate strengths and development needs across independent action, leadership, collaboration, planning & problem solving as well as in handling change. People surrounding the person (supervisor, colleagues, staff and the person him/herself) also give freeworded credits and improvement suggestions for the person. See [sample report](#).

3h TRAINING
Tool
administration &
interpretation



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TEAM BUILDING

COLLABORATION

Team collaboration is examined through team members' different ways of working and thinking. Frictions and straightout breaks in communication and cooperation will most probably arise between the members with opposite roles. If the inputs of different people are knitted together, diversity's creativity promise can be fulfilled. See the [profiles on opposite roles](#).

In addition to the role profiles, getting to know and understanding each other can also be well enhanced with the Expert cards: team members make guesses on each others' competencies in a playful manner. The team building program promotes appreciation and utilization of diversity in general. See website lesson "[Team collaboration: opposite roles](#)".

3h TRAINING
WOPI Group
opposite roles

PERFORMANCE

The sum of the team members' competencies predicts its collective competence and performance. The [pdf form](#) at the website lesson "[Team performance: basic competencies](#)" is first used to compose the team members' shared view of its current/desirable competencies. This is compared to the profile of competencies and deficits generated by the WOPI test. Single members' contributions to team collective competence can also be examined. See [sample profiles](#).

3h TRAINING
WOPI Group basic
competencies

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FOR WORK WELL-BEING

3h TRAINING
WOPI test

PROTECTION AND RISKS

WOPI measures individuals' protections and risks to work well-being. According to research, human relations, attitude to change and success expectancies protect work well-being. Risk factors include so-called A-typical life style and vulnerability to job burnout. See website lesson "[Work well-being: protections and risks](#)".

WAYS OF COPING

In taxing problem situations the many ways of coping are clustered into five coping styles: Direct action, Interaction, Planning, Detachment and Focus on self. Individuals rank their favored styles on the [pdf form](#) at the website lesson "[Work well-being: ways of coping](#)". The individual is guided to identify his/her main style and encouraged to rehearse less used styles.

3h TRAINING
Coping style self-assessment



Path ends here. WOPI
Culture (WOPI-C)
questionnaire
forthcoming.

Competence Dimensions Ltd

info@wopi.net

+358 40 836 4505

wopi.app

