



PERSONALITY FRAMEWORK

Competences Framework

	Beginner	Intermediate	Advanced	Expert
Knowing myself	I have a limited awareness of my personal strengths and weaknesses. I struggle to identify unique skills or positive qualities and to avoid talking about areas for improvement. I need the others to recognise my strengths and I do not consider weaknesses as opportunities for growth.	I am able to identify key strengths and skills but also weaknesses. I am aware of the fact that certain strengths can contribute to my personal success. I begin to accept and acknowledge areas for improvement and I take initial steps to address that weaknesses.	I am aware of my personal strengths and of the different levels of development. I manage to use my strengths in the right contexts and in the right way. I am aware of the impact of strengths on personal and professional goals and I am focused on my own growth and development. I have a realistic and constructive vision of my weaknesses. I ask for feedback to improve my weaknesses.	I exploit most of my personal strengths and I integrate them into a comprehensive life strategy. I accept my weaknesses and demonstrate the high level of adaptability and resilience in front of my weaknesses. I consider weaknesses as opportunities for continuous learning and development.
Be aware of the image the others can have of me and communication	I am not really aware of what non-verbal communication and its link with the image the others can have of myself. I often struggle to adapt my communication style to different audiences. I do not really understand how personal actions and words can have an impact on others' perceptions.	I am more and more aware of the importance of personal presentation in different contexts. I am able to adjust my communication style according to the social cues. I demonstrate more adaptability in social and professional environments.	I demonstrate a high level of awareness regarding the importance of personal presentation. I proactively manage relationship to ensure a positive and favourable perception. I understand the role of non-verbal communication and attitude to create a positive image.	I master the art of selfpresentation, projecting a consistent and authentic image. I can be considered as a role model for others when presenting myself.
Receiving Feedback	I demonstrate hesitancy or resistance when receiving feedback. I have the tendency to take feedback personally, viewing it as criticism rather than constructive input, which can lead me to be defensive in response to that feedback. I do not really manage to separate emotions from the feedback message.	I understand that feedback is not a personal attack but an opportunity for improvement. I am in the process of developing abilities to stay calm during feedback discussions. I listen actively to feedback with the will to understand it constructively. I demonstrate the ability to ask clarification for a better understanding and I am learning to manage emotional reactions.	I am having a positive attitude towards feedback, seeing it as an importance resource for continuous improvement. I can discern between subjective opinions and objective observations in feedback. I can manage my emotions effectively during feedback discussions.	I see feedback as a continuous learning opportunity and actively seeks it at all levels and in everything I do. I demonstrate empathy and understanding, even in challenging or critical feedback situations.
Personal goal-setting	I am not really clear about my personal goals. I have only a general idea about how to reach the goals I have identified. My goals can easily be influenced by external factors rather than personal ones. I do not really know how to create a concrete plan to achieve my goals and how to break them down into smaller and manageable tasks.	My goals and aspirations are getting clearer and clearer. I am able to define specific and measurable objectives. My goals show a mix of short-term and long-term ambitions. I am able to develop more detailed plans with realistic steps. I start to prioritise tasks and allocate resources effectively. I understand the importance of timelines and deadlines.	I have a high level of clarity regarding my personal goals. I can set ambitious and meaningful objectives with a clear vision. I regularly refine my goals based on my wills, motivations and ambitions. My action plan is clear and organised in different manageable tasks. I proactively anticipate and address potential challenges.	I master the art of setting visionary and transformative goals. My goals are aligned with my life vision. My plans to reach my objectives are complete and well-thought. I have balanced short-term and long-term objectives perfectly.
Self-motivation	I rely mainly on external factors to find motivation. I struggle to identify internal sources of motivation. I can have the tendency to set goals based on external expectations rather than personal desires. It is difficult for me to stay motivated when I face challenges. It is not clear to me how mindset can affect my motivation.	I start to know better my internal sources of motivation. I demonstrate increased enthusiasm for pursuing my personal goals. My personal objectives are more and more in line with my intrinsic motivation. I demonstrate my ability to maintain motivation even when I face challenges. I recognise the impact of mindset on sustained motivation.	I rely a lot on my internal sources of motivation. I demonstrate a consistent passion for my personal and professional activities. My goals are highly aligned with intrinsic motivation. I view challenges as opportunities for growth and renewed motivation. I have a resilient mindset to pursue my goals.	I master the art of using fully and sustaining my internal motivation. My goals are perfectly in line with my personal values. I keep to be fully motivated in every situation. I can even inspire and motivate others thanks to my personal enthusiasm.



Competences Framework

PHYSICAL AND MENTAL FITNESS

	Beginner	Intermediate	Advanced	Expert
Mental resilience	I struggle to identify and understand my personal stressors. I do not know specific strategies to face challenges and I have rather tendency to use avoidance or denial as primary coping mechanisms. It takes me time to get relieved from stress after challenges.	I recognise personal stressors and the impact they have on my wellbeing. I recognise the importance of seeking support and use external resources. I demonstrate a willingness to learn from setbacks and experiences and I recognise the role of mindset in bouncing back from challenges.	I actively seek knowledge and resources to develop my mental resilience. I master different coping strategies and I demonstrate consistency in applying healthy coping methods. I consider challenges as opportunities for growth and learning, which helps me to develop a resilient mindset.	I integrate mental resilience principles into various aspects of life. I can develop my own strategies for specific needs. I can inspire and guide others in developing a resilient mindset.
Life-Balance	It is difficult for me to recognise the connection between mental and physical well-being. I have a limited understanding of the impact of lifestyle on global health. Mental and physical fitness activities are not regular and I have the tendency to prioritise one (mental or physical) over the other. I may experience challenges in balancing work, personal life, and well-being.	I recognise that mental and physical health are interconnected. I begin to explore the impact of lifestyle choices on life balance. I adopt more regular mental and physical fitness activities and I explore a variety of well-being practices to find what works best for me. I work to integrate mental and physical fitness into daily routines and I begin to make conscious choices to support life balance.	I understand the need to maintain mental and physical well-being. I actively look for knowledge and resources to optimise life balance. I practice regular and diversified mental and physical fitness activities. I take care of my mental and physical fitness with a preventive approach. I balance professional, personal and well-being priorities effectively.	Taking care of my physical and mental fitness is part of my daily life. I can be considered as inspiring by the others to promote holistic well-being. I can develop my own activities to contribute to my mental and physical fitness. I integrate mental and physical fitness into all aspects of life.
Stress management	I struggle to identify and understand my personal stressors, as well as signs of stress in early stages. I am not familiar with the importance of stress management. I use avoidance or denial as primary coping mechanisms. I can face high levels of stress without knowing how to manage them effectively.	I recognise signs of stress and understand their triggers. I begin to explore the connection between lifestyle and stress. I am using more and more coping strategies and practices to get a healthier lifestyle. I begin to integrate stress management into daily routines.	I have a high level of awareness regarding personal stressors and their effects. I proactively identify and address stress triggers. I master a variety of effective coping strategies and I am able to seek support and resources in challenging situations. I successfully implement stress management practices into my daily life and I face challenges with resilience.	Stress dynamics have no secret for me. I am acting to anticipate as much as possible stressful situations in my daily life to try to avoid them. I can develop my own stress management strategies. Stress management is integrated into all aspects of life.



Competences Framework

SELFMARKETING

	Beginner	Intermediate	Advanced	Expert
My self-image and the one the others have about me	I lack confidence in showcasing my skills in public. I may downplay achievement or skills.	I am able to confidently articulate skills and achievements. I demonstrate skills in various contexts and situations and I am also able to create opportunities to demonstrate competences.	I effectively communicate competences with clarity and confidence.	I integrate my competences into a comprehensive life strategy. I am able to show my strengths in any situation in an efficient way.
Create my personal branding	It is difficult for me to elaborate a clear and coherent personal narrative. I do limited efforts to align personal actions with my desired brand.	I begin to have a more authentic and coherent personal narrative. I align my personal actions and communication with my desired brand.	I actively seek leadership or impactful roles to showcase my competences.	I can be considered as a role model in personal branding. I automatically align my personal actions with my desired brand image.
Sell my personal brand	I have a limited experience in promoting personal achievements and expertise. I usually hesitate to share accomplishments with a broader audience. Self-promotion is not something that I consider as important.	I actively promote personal achievements through various channels. I am able to share my expertise and I use self-promotion as a strategic tool for personal branding.	I effectively use multiple channels for self-promotion. I have developed strategies for self-promotion.	I am an expert in self-promotion, and I can adapt it depending on the audiences. I am clear about what I want to reach when selling my personal brand.
Use storytelling to convince the others	I have a limited understanding of the storytelling principles. I struggle to structure stories effectively and to give resonance to them. I am not able to capture and maintain audience interest.	I have a basic understanding of storytelling elements. I try to structure stories with a clear beginning, middle and end. I have improved my ability to capture audience interest. My stories are more aligned with the intended message and lead to stronger emotional responses.	I master storytelling principles. I know how to structure impactful stories. I capture and sustain audience interest effectively and I am able to adapt to different audiences. I manage to convince people with storytelling, with stories that resonate with the audience.	I can innovate and create my own approach of storytelling. I captivate my audience and I manage to engage them. I can influence emotions and perceptions thanks to my storytelling skills.



Competences Framework

FINANCIAL AND MATERIAL RESOURCES

	Beginner	Intermediate	Advanced	Expert
Positive money mindset and knowledge	<p>I have the tendency to see money as a source of stress or anxiety.</p> <p>I struggle to see financial challenges as opportunities for growth.</p> <p>I have a basic understanding of incomes, expenses, and budgeting.</p> <p>I have a limited knowledge of investment options and financial tools.</p>	<p>I become aware of the importance of a positive money mindset: I view money as a tool for achieving goals and creating opportunities.</p> <p>I start to be able to manage my stress in relation to financial matters.</p> <p>I have some knowledge about personal finance concepts.</p> <p>I understand the basics of debt management and credit and I begin to explore investment options and strategies.</p>	<p>I demonstrate a positive money mindset. I view financial challenges as learning opportunities.</p> <p>I understand well advanced financial concepts.</p> <p>I may have a plan for long-term wealth accumulation.</p>	<p>I master a positive and empowering money mindset.</p> <p>I have a deep understanding of complex financial instruments and strategies, as well as economic trends and their impact on personal finance.</p>
Keep track of the finances	<p>I have a limited or inconsistent tracking of income and expenses.</p> <p>I do not consider that it is important to have an accurate record-keeping.</p>	<p>I have begun to establish a system to track my income and expenses.</p> <p>I may use basic tools or software for record-keeping.</p> <p>I have increased my commitment to document my financial transactions</p>	<p>I have a well-organised and consistent system to track my finances.</p> <p>I am using efficient and advanced tools for my financial tracking and I am efficient in documenting my financial transactions.</p>	<p>I master advanced financial tracking methods and tools.</p> <p>I demonstrate a high level of accuracy and efficiency to document my transactions.</p>
Protect myself financially	<p>I have a limited knowledge about potential financial risks.</p> <p>I have a limited or no emergency fund.</p> <p>I may struggle to cover unexpected expenses.</p> <p>Having a financial safety net is not among my priorities.</p>	<p>I have established and I contribute regularly to an emergency fund.</p> <p>I can cover moderate unexpected expenses without financial strain.</p> <p>I recognise that having an emergency fund can have a role in my financial security.</p>	<p>I maintain a well-funded emergency fund.</p> <p>I can comfortably cover significant unexpected expenses.</p> <p>I have understood that an emergency fund provides financial resilience.</p>	<p>I have a substantial emergency fund for both short-term and long-term needs.</p> <p>I can react in front of significant financial setbacks.</p>