

HARD SKILLS SOLID		METHODOLOGICAL COMPETENCE LIQUID		SOFT SKILLS GAS		LEADERSHIP- QUALITIES PLASMA		SOCIAL ROLES SUPRAFLUID	
Cm Corporate management 1	Pc Programming comprehension 6	Km Knowledge management 10	Mo Motivation 15	DMa Decision-making ability 19	Ec Promoting a culture of error 24	Op Openess 29	Sa Self-anchoring 34	Org The Organizer 38	Art The Artist 42
Sc Strategic competence 2	Cmc Change Management competence 7	Sg Self-guidance 11	Ip Individual promotion 16	Ei Emotional intelligence 20	Psc Problem solving competence 25	Cou Courage 30	Se Serenity 35	Boss The Boss 39	Make The Maker 43
Lc Leadership competence 3	Ay Ability to analyze 8	Tdc Team development competence 12	SWa Strengths/Weaknesses Analysis 17	Rs Resilience 21	Rl Readiness to learn 26	Fc Focus 31	Et Entrepreneurship 36	Cons The Consultant 40	Help The Helper 44
Aak Ability to apply knowledge 4	Int Ability to interpret 9	Icc Incompetence compensation competence 13	Me Dealing with new media 18	Em Empathy 22	Ffc Feedback-/Feedforward competence 27	Tfa Thirst for action 32	Sd Shaping diversity 37	Ent The Enthusiast 41	
DI Digital literacy 5		Ep Empowerment 14		Cc Promoting a culture of conflict 23	cft Cross-functional thinking 28	Ap Appreciation 33			