

Profile of ENTRAPRENEURIAL behaviour as distinguished by the YEBISU e.e. partners

Qualities of an entrepreneur are:	In specific situations, the qualities enable the entrepreneur to:	This is expressed the entrepreneur in the following concrete behavior:	
<p>Creativity</p> <p>Having an open and curious mindset whilst developing new ideas. Putting them into action to solve issues/problems or develop new services/products.</p>	<p>think open minded</p>	<ul style="list-style-type: none"> • Asks questions to find out what is the rationale behind a task or instruction. • Asks for feedback and uses it to develop ideas and solutions. • Investigates opportunities for improvement in his own work, that of others and the organization and convinces others. • Expresses enthusiasm/motivation/energy at an opportunity to do something new. • Asks for and considers ideas of others (ideas aimed at improvements in his own work, that of others or the company). • Postpones judgments during: asking others for ideas, analyzing the situation/problem, exploring solutions • Holds on to the timeline and results of his own work, that of others and the organization. . • Analyses the situation/problem in his own work, that of others and the organization, exploring more than one idea/solution • Analyses actively what's happening in the company, at clients, in the market and the branch • Asks for ideas of others and explores possibilities together (ideas aimed joint operations and the organization). • Accepts and uses ideas of others while postponing his own judgment. • Asks for other's concerns and motives. • Communicates his ideas in a way that is constructive for clients/colleagues and meets their requirements. • Decodes other people's communication according to their background. • Is able to understand the whole system and is able to explain it to others this system and the different roles in it and how they influence and cooperate. 	
	EQF Level 1		He listens to colleagues' opinions
	EQF Level 2		He shows interest in colleagues' opinions
	EQF Level 3		He asks questions and asks for feedback
	EQF Level 4		He generates his own ideas and compares them with others
	EQF Level 5		He gathers information and feedback and uses it to develop her/his own ideas and the ideas of others
	<p>see and seize opportunities</p>	EQF Level 1	<ul style="list-style-type: none"> • Takes multiple perspectives into account when proposing the best option. • Comes up with new ideas or methods. • Comes up with suggestions to improve existing work processes in order to realizes better results, productivity or social innovation. • Proposes the best solution/course of action, even when the outcome is unusual or unpleasant. • Applies new or innovative ideas or solutions with long term vision. • Translates new or innovative ideas or methods for his own work, that of others of the whole organization into a proposal for action (opportunity). • Presents concrete and clear plans based on several solutions/possibilities of his own and others and his vision on the business • Knows when and how to take action in order to seize seen opportunities in his own work, that of others and in the organization. • Analyses actively what's happening in other markets and the branches and translates those analyses to his own branche (cross overthinking).
	EQF Level 2	He sees and acts on opportunities when someone points them out within her/his own working context	
	EQF Level 3	He sees opportunities when a problem or change occurs, and he seizes those opportunities	
	EQF Level 4	He looks for opportunities outside of his own context or team	
	EQF Level 5	He looks for and identifies opportunities within and outside of the company and applies innovative ideas with a long term vision	

Qualities of an entrepreneur are:	In specific situations, the qualities enable the entrepreneur to:		This is expressed the entrepreneur in the following concrete behavior:
<p>Adaptability</p> <p>The awareness and willingness to adapt to changes and to help others to adapt. Communicating in a way that supports his own needs and those of others, contributing to realising the change.</p>	empower himself		<ul style="list-style-type: none"> • Asks feedback to improve his own performance and competences. • Analyses his own performance and competency. • Analyses his own share in a problem, takes initiative to correct it and takes responsibility for it and uses it to develop himself. • Deals with disappointments and is gives not up easily (being resilient). • Accepts new situations as an opportunity to change. • Accepts difference as an opportunity to learn. • Accepts new ideas and postpones judgments. • Adjusts his behaviour when confronted with different requirements and situations. • Changes filters/perspectives and move out of his comfort zone. • Sets independently personal goals to learn and develops his own skills and performance. • Asks feedback to improve his own performance and competences. • Is flexible and keeps company goals in mind at the same time • Takes actions that do not always benefit himself. • Changes filters/perspectives and move out of his comfort zone. • Adjusts his behaviour when confronted with different requirements and situations. • Looks for solutions from the perspective of a colleague/client, even if it means that he himself has to come out of his comfort zone.
	EQF Level 1	S/He shows pride in his job. He remains dependable in the performance of his daily work, even if instructions of supervisors are changing.	
	EQF Level 2	S/He shows pride in his job. When demands and instructions are changing, he shows involvement in the new way of working and asks for support if needed.	
	EQF Level 3	S/He takes responsibility for his own work, when demands or circumstances are changing. In case of mistakes, he takes initiative to correct them.	
	EQF Level 4	S/He uses new situations as an opportunity to experiment and grow as a professional	
	EQF Level 5	S/He actively seeks out new situations and uses them to pursue his own ambitions	
	empower and inspire others		<ul style="list-style-type: none"> • Asks for others concerns and motives. • Decodes other people's communication according to their background and adapts to them. • Accepts ideas of others and postpones judgments. • Uses all senses as valid information sources for getting to know oneself and others (is self aware) and combine the information from different sources to be a better professional. • Gives feedback to improve the work of others. • Talks positively about the change and showing colleague's that he is aware of their efforts. • Gives a good example for others in going along with changes. • Asks constructive questions about ideas of others new situations and changes.
	EQF Level 1	S/He listens to others' ideas with a positive attitude	
	EQF Level 2	S/He listens to the ideas of others and helps others out	
	EQF Level 3	S/He reflects on ideas of others and his own, and is cooperative in working and problem solving together with colleagues.	
	EQF Level 4	S/He acts as a sparring partner and sets a good example, so that others are inspired to contribute as well.	
	EQF Level 5	S/He supports colleagues and business partners to develop their talents and actively shows that he is aware of their efforts	

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<p>Productivity</p> <p>Showing involvement, responsibility, resilience and pro-activity in order to bring in and realizes changes and you are being persistent in it</p>	<p>act efficiently and be persistent</p>	<ul style="list-style-type: none"> • Deliberately takes (limited) risks and hereby copes with uncertainty. • Makes difficult decisions for his own work and that of others and in a self-confident way, even when the outcome is unpleasant. • Communicates in a determined way. • Stays independently focused on the goal (determined). • Acts independent when necessary and fixes priorities. • Takes responsibilities for his own mistakes and takes initiative to correct the mistakes. • Makes decisions and choices and recognizes risks for himself, others and the organization. 		
	<p>EQF Level 1 After instruction, s/he keeps working until the job is done</p>		<p>EQF Level 2 In unusual situations, s/he asks for help when s/he doesn't succeed on his own the first time</p>	
	<p>EQF Level 3 When s/he doesn't succeed the first time, s/he finds a solution within the context of the task and his expertise</p>		<p>EQF Level 4 S/He chooses the most efficient method for his own work and for the team before work starts and adapts the method when this gives better results</p>	
	<p>EQF Level 5 S/He reflects on the efficiency of the work of others/teams and facilitates them so they can work efficiently in a constantly changing situation</p>		<p>be pro active</p>	
	<p>EQF Level 1 He is responsive to instruction</p>		<p>EQF Level 2 He observes how well his own task goes and when something goes wrong within the task he reports this</p>	<ul style="list-style-type: none"> • Brings in ideas on his own in favor of himself, others and/or the organization. • Brings ideas into action. • Observes what needs to be done and takes action. • Asks questions. • Creates other possibilities to succeed when he does not succeed the first time (being resilient).
	<p>EQF Level 3 Before he starts with the task he reviews what needs to be done for this specific job and for the company or the customer, and taking action on it</p>		<p>EQF Level 4 He observes what is changing inside and outside the company, and is adapts procedures/activities/methods with the future in mind</p>	
	<p>EQF Level 5 He actively finds out what is changing inside and outside the company and develops procedures/activities/methods to stay up to date</p>	<p>show discipline and responsibility</p>		
	<p>EQF Level 1 Has a steady work routine under supervision and is proud of the work done</p>	<p>EQF Level 2 After clear instruction, he works on his own tasks, improving work after instruction</p>	<ul style="list-style-type: none"> • Comes up with ideas that do not always concern or benefit himself • Takes action even if he does not benefit from those actions (for example: takes a lot of work, others benefit the results) • Asks critical question that are tend to create progress • Observes the value basis of the profession work ethically. • Asks feedback to improve his work, that of others and the organization. • Acts in a customer- oriented way. • Asks questions. • Comes up with suggestions to improve existing work processes in order to realizes better results, productivity or social innovation. 	
	<p>EQF Level 3 Is aware of the responsibilities/tasks of a (small) team; works on preparation, trouble shooting and takes into account the perspective of the customer</p>	<p>EQF Level 4 Gives instruction to others, helps/facilitates them to work well, monitors progress of team or (small) company, communicates with customer about the job</p>		

	EQF Level 5 Gives instruction to team leaders/larger teams, monitors progress of teams or company, communicates with customer about the job	
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