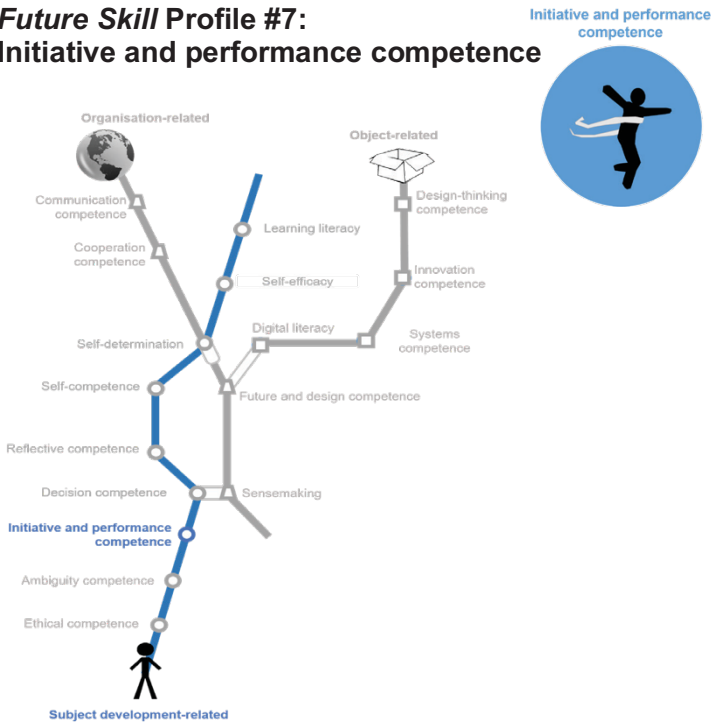


### A 3.1.7 *Future Skill Profile #7:* Initiative and performance competence



**Definition:** The *Future Skill* initiative and performance competence refers to an individual's ability to motivate him-/herself as well as to his/her wish of contributing to achievement. Persistence and goal-orientation form the motivational basis for performance. A positive self-concept also plays an important role as it serves to attribute success and failure in such a way that the performance motivation does not decrease. (*mean value: 4.1 of 5, standard deviation: 0.91*)

**Reference Competences:** (intrinsic) motivation, self-motivation, motivation capability, initiative-taking, need/motivation for achievement, engagement, persistence, goal-orientation

**Significance:** Initiative and performance competence act like a motor for *Future Skills*. The participants of the *Future Skills* Studies stated that initiative and performance competence should include the ability to always reflect on the goal of actions in practice and to check whether the original goal of action is still sustainable or

whether it can be redirected. In this way, high and intrinsic motivation, initiative and willingness to perform can continue to prevail in highly emergent contexts of action, even with newly formulated objectives.

**Description:** Initiative and performance competence is the ability to motivate oneself and the desire to contribute. It is also about perseverance, goal orientation and performance motivation as well as a positive self-concept. Motivation is understood as the totality of all motivations that lead to willingness to act. The striving for action is based on the principle of homeostasis, in an effort to balance the existing needs of the individual and the environment (on homeostasis, see also Chapter B 3 The Principles of *Future Skills* Development). The conversion of motives into actions is called volition or implementation competence, or activity competence.

Waldemar Pelz (2017) conducted an empirical study with 13,302 participants on the operationalisation and validation of activity and implementation competence (Volition). The goal was to operationalize the phenomenon of implementation competence as a human ability and to make it measurable so that it can be used and trained practically. The resulting *Giessen inventory of implementation competence* has large overlapping areas with the *Future Skill* initiative and performance competence presented here. Pelz proposes five partial competences (ibid.) which are also suitable for describing initiative and performance competence:

1. Attention control and focusing: Can the person concentrate fully on the essentials, even if influences occur that impair motivation and attention? Can it set clear priorities?
2. Emotion and mood management to increase personal energy: Is the person able to put himself or herself and others in a positive emotional position? Can she anticipate her own and other people's behaviour aptly and thus control it better?
3. Self-confidence and assertiveness: Is the person convinced of their own abilities and successes on the basis of their experience and can they achieve their goals constructively and prudently?
4. Foresighted planning and creative problem solving: Is action fundamentally proactive (instead of reactive) and future-oriented? Is the person well prepared for risks and problems?
5. Goal-oriented self-discipline by recognising the deeper meaning of the task: Does the person have a pronounced stamina until results are available? Does she recognise the deeper meaning in her activity? Can it constructively deal with the negative expectations of others?