

| NO. IN ICB | BEHAVIOURAL COMPETENCE ELEMENTS | EXPLANATION |
|------------|---------------------------------|---|
| 2.01 | Leadership | Leadership is about being able to bring together the efforts of a group of people towards a common goal and enable them to work as a team. Leadership is the ability to get things done through others. |
| 2.02 | Engagement and motivation | Motivation in a project is about creating an environment that both promotes the achievement of the project's objectives and at the same time offers maximum self-realisation of employees' values. Engagement is the personal effort of the project manager and project staff in relation to the project. |
| 2.03 | Self-control | The ability to control one's own emotions and impulses, as well as adapt to changing circumstances. Being able to postpone needs fulfilment and leave unpleasant emotions is also to show self-control. |
| 2.04 | Assertiveness | Assertion is the ability to formulate and communicate one's own thoughts, opinions and desires in a clear, direct and non-aggressive manner. By being assertive, the project manager avoids being manipulated by others. |
| 2.05 | Relaxation | Relaxation is the ability to remove tension from difficult situations. Relaxation can create calm in tense situations and infuse new energy into project staff and other stakeholders when needed. |