**FORMULIR**

***(Q-COMPETENCY)***

1. **IDENTITAS PESERTA**
2. NOMOR : ................................................................................
3. NAMA : ................................................................................
4. NIP/NRK : ................................................................................
5. JABATAN SAAT INI : ................................................................................
6. UNIT KERJA : ................................................................................
7. **PEKERJAAN**
8. Ceritakan apa kendala atau hambatan terbesar yang dihadapi oleh organisasi Saudara dalam penyelenggaraan tugas dan fungsinya.

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1. Menurut Saudara, apa yang menjadi penyebab utama dari permasalahan tersebut di atas?

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1. Apa ide yang dapat Saudara tawarkan sebagai alternatif solusi bagi organisasi Saudara?

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1. Apakah Saudara pernah memberikan usulan/ide/gagasan terkait dengan perbaikan unit kerja Saudara? Ceritakan situasinya.

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1. Bagaimana cara Saudara meyakinkan Pimpinan dan orang lain untuk menerima ide/gagasan Saudara?

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1. Ceritakan hambatan terbesar yang pernah Saudara hadapi dalam pelaksanaan pekerjaan. Jelaskan bagaimana Saudara mengatasinya.

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1. Koordinasi

Dalam rangka penyelesaian tugas pokok, dengan pihak mana saja Saudara sering berkoordinasi (internal maupun eksternal instansi)?

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Apakah koordinasi yang Saudara lakukan selama ini sudah cukup efektif untuk mencapai tujuan organisasi? Mengapa demikian?

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Jika belum, bagaimana mekanisme yang seharusnya terjadi, apa kendala yang dihadapi dalam berkoordinasi dan bagaimana meminimalisasinya? Jelaskan.

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1. Menurut Saudara, apakah koordinasi antar unit di unit kerja Saudara sudah cukup efektif? Jika belum, bagaimana seharusnya koordinasi itu dilakukan?

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1. Ceritakan situasi yang menuntut Saudara mengambil keputusan yang terkait dengan kelancaran tugas dan berdampak besar bagi unit kerja Saudara.

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1. Jelaskan bagaimana cara Saudara mengambil keputusan tersebut.

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1. Ceritakan bagaimana Saudara mengelola pekerjaan/tugas yang menjadi tanggungjawab Saudara.

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1. Ceritakan upaya Saudara meyakinkan pihak lain untuk mencapai kesepakatan kelompok atas perbedaan pendapat/situasi mengenai suatu hal?

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1. Bagaimana cara Saudara mengelola bawahan atau menggerakkan anak buah untuk bekerja sesuai dengan target kerja yang telah ditetapkan?

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1. Bagaimana cara Saudara mensinergikan perbedaan karakteristik dan pemikiran rekan kerja (anak buah dan pejabat se-level lainnya) untuk mendukung terwujudnya tujuan organisasi?

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1. Berdasarkan kemampuan Saudara saat ini, Saudara akan merasa optimal dan nyaman jika ditempatkan dimana dan mengerjakan jenis pekerjaan seperti apa?

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NIP ...............................