## My Entrepreneurship, a self-test

| Goal | Deepening your entrepreneurial profile. |
| --- | --- |
| Time | 60-90 minutes |

Everyone is more or less 'entrepreneurial'. This self-test is intended to give people insight into their own 'entrepreneurship'. Am I a completely independent and autonomous type of entrepreneur? Am I enterprising but do I prefer to do that under the guidance of a team leader or chef? Or is my entrepreneurship somewhere in between: independent and more or less supervised? In short, many forms of entrepreneurship are possible. The most important question is which type of entrepreneurship suits me best?

The competence 'entrepreneurship' includes different levels of functioning and roles, ranging from assistant and craftsman to manager and (independent) entrepreneur. Entrepreneurship' is a competence that is not limited to the entrepreneur himself but extends to every employee within an organisation. The competence 'entrepreneurship' is in fact a '*container competence*' and consists of several sub-competences. Depending on the position and role that someone occupies in an organisation (or as a self-employed entrepreneur) , these sub-competencies usually are specifically and personally coloured.

The competence ‘entrepreneurship’ can be described as "*the extent to which someone actively responds to opportunities and threats, influences others to do so and dares to take risks"*.[[1]](#footnote-0) The extent to which this competence is present is partly determined by the job level at which someone is active or can be deployed. The job level is also dependent on the context in which entrepreneurship manifests itself: as a self-employed person without personnel, as a business leader, manager or director in an organisation, as an independent operating staff member, etc.

1. This self-test consists of two parts: a test about your behaviour as an 'enterprising person' and a test about the way you fill in tasks as an 'enterprising person':
   1. The behavioural competences are about who you are as an entrepreneur in terms of attitudinal aspects. It also aims at getting a grip on your beliefs, ambition, ethics, and autonomy.
   2. The task-oriented competences are about how you act and which knowledge you have in the practice of entrepreneurship.
2. Complete the self-test according to the instructions in the model by ticking:
   1. To what extent the requested competence applies to you: you have the competence, you master the competence ('can') or you are what the competence indicates ('are'),
   2. Whether you had a recent (less than one year ago) or a longer ago (more than one year old) concrete experience with the mentioned competence.
3. If you feel like adding extra competences, feel free to do so. It might be that this diagnostical test missed some competences that are crucial for you being an entrepreneurship in your own context (region, country).
4. You may also add comments and remarks to this test with which you provide insight in the outcome of the test for yourself.
5. Finalise your test and write down your own observations.
6. You can analyse the results yourself or discuss them with a coach, colleague, partner, etc.: what does this self-test say about my entrepreneurship? What can I do with the results? Can I focus on specific career opportunities? Are there certain development opportunities by following a course or formulating a learning task? Do I run straight to a Chamber of Commerce to start my business?

| **Part 1:**  **Self-assessment Behavioural Competences Entrepreneurship** | | **I have, can or am …** | | | | **My experience is:** | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| N/A | never | sometimes | often | < 1j. | > 1 j |
| 1 | I am service-minded |  |  |  |  |  |  |
| 2 | I can handle pressure and setbacks |  |  |  |  |  |  |
| 3 | I am flexible and adapt quickly to changing circumstances |  |  |  |  |  |  |
| 4 | I have persuasiveness |  |  |  |  |  |  |
| 5 | I am inquisitive |  |  |  |  |  |  |
| 6 | I am creative |  |  |  |  |  |  |
| 7 | I am efficient |  |  |  |  |  |  |
| 8 | I am ambitious |  |  |  |  |  |  |
| 9 | I have perseverance |  |  |  |  |  |  |
| 10 | I am brave |  |  |  |  |  |  |
| 11 | I am empathetic/I have a good sense of situations and people |  |  |  |  |  |  |
| 12 | I can be critical of myself |  |  |  |  |  |  |
| 13 | I am assertive |  |  |  |  |  |  |
| 14 | I have a sense of responsibility |  |  |  |  |  |  |
| 15 | I am disciplined |  |  |  |  |  |  |
| 16 | I can reflect on my own actions |  |  |  |  |  |  |
| 17 | I have communication skills |  |  |  |  |  |  |
| 18 | I am methodical and result-oriented |  |  |  |  |  |  |
| 19 | I am environment-oriented |  |  |  |  |  |  |
| 20 | I am a cooperate person |  |  |  |  |  |  |
| 21 | I am decisive |  |  |  |  |  |  |
| 22 | … |  |  |  |  |  |  |
| 23 | … |  |  |  |  |  |  |
| 24 | … |  |  |  |  |  |  |
| 25 | … |  |  |  |  |  |  |
| Personal reflection and remarks: | | | | | | | |

| **Part 2:**  **Self-assessment Task Competences**  **Entrepreneurship** | | **I have, can or am …** | | | | **My experience is:** | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| N/A | never | sometimes | often | < 1j. | > 1 j |
| 1 | I have financial knowledge and understanding |  |  |  |  |  |  |
| 2 | I can think and work market-oriented |  |  |  |  |  |  |
| 3 | I can think and work in a customer-oriented way |  |  |  |  |  |  |
| 4 | I can plan |  |  |  |  |  |  |
| 5 | I can think and work strategically |  |  |  |  |  |  |
| 6 | I interact (join people in activities) |  |  |  |  |  |  |
| 7 | I have good communication skills (oral and written) |  |  |  |  |  |  |
| 8 | I am entrepreneurial |  |  |  |  |  |  |
| 9 | I am tenacious about my strategy, goals and vision |  |  |  |  |  |  |
| 10 | I engage in self-reflection and can adjust my goals and approach |  |  |  |  |  |  |
| 11 | I think and work innovatively |  |  |  |  |  |  |
| 12 | I can convince or influence other people |  |  |  |  |  |  |
| 13 | I can negotiate |  |  |  |  |  |  |
| 14 | I have organisational skills |  |  |  |  |  |  |
| 15 | … |  |  |  |  |  |  |
| 16 | … |  |  |  |  |  |  |
| 17 | … |  |  |  |  |  |  |
| 18 | … |  |  |  |  |  |  |
| Personal reflection and remarks: | | | | | | | |

1. Duvekot R. C. (2008). *Portfolio Gestuurd ondernemerschap. Van competentie naar portfolio ondernemerschap [Portfolio-driven entrepreneurship. From competence to portfolio entrepreneurship].* Empowerment centre EVC, Arnhem. [↑](#footnote-ref-0)