***Kick-starter profile check:*
Manifestations and feedback modules**

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| **P1 Conscientiousness** |
| **Manifestation** | **Description** |
| **Weak** | Every now and again, you aim to adopt a detailed, planned, careful and results-oriented approach to carrying out tasks. You share your knowledge about learning and working strategies (such as time management and task division) sporadically with other members of the group. |
| **Average** | You frequently adopt a detailed, planned, careful and results-oriented approach to carrying out tasks. You often recommend the effective use of learning and working strategies (such as time management and task division) to the group. |
| **Strong** | You almost always adopt a detailed, planned, careful and results-oriented approach to carrying out tasks. You support the effective use of learning and working strategies (such as time management and task division). |
| **Verystrong** | You always adopt a detailed, planned, careful and results-oriented approach to carry­ing out tasks. You use learning and working strategies (such as time management and task division) efficiently and check that they are being implemented within the group. |

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| **P2 Extroversion** |
| **Manifestation** | **Description** |
| **Weak** | Every now and again, you initiate a conversation and occasionally participate in discussions unprompted. You sometimes share your ideas and thought processes out loud and try to pick up on what other people have to say. You respond sympathetically to critical questions and occasionally act spontaneously. |
| **Average** | You often initiate a conversation and regularly participate in discussions unprompted. You frequently share your ideas and thought processes out loud and try to have some influence on what other people have to say. You often respond spontaneously to critical questions. |
| **Strong** | You usually initiate a conversation and participate in discussions unprompted in virtually all scenarios. You share the majority of your ideas and thought processes out loud and always try to have some influence on what other people have to say. You respond spontaneously to critical questions most of the time without any issues. |
| **Verystrong** | You almost always initiate a conversation and participate in discussions unprompted in any scenario. You consistently share your ideas and thought processes out loud and actively influence what other people have to say. You always respond with confidence to critical questions. |

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| **P3 Assertiveness** |
| **Manifestation** | **Description** |
| **Weak** | Every now and again, you try to influence the process and the result on group tasks. You occasionally pursue your goals with real determination, but mainly adopt the suggestions, ideas and positions of your fellow group members. |
| **Average** | You frequently try to influence the process and the result on group tasks. You pursue your goals with real determination in many cases, but often adopt the suggestions, ideas and positions of your fellow group members. |
| **Strong** | You usually try to have a considerable influence on the process and the result on group tasks. You pursue your goals with real determination in the majority of cases, but include any objections and criticism from other group members in your own viewpoint. |
| **Verystrong** | You always determine the process and the result on group tasks. You always pursue your goals with real determination, assess any kind of critique and address any legitimate objections from other group members. |

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| **P4 Problem solving**  |
| **Manifestation** | **Description** |
| **Weak** | Every now and again, you face problems that need to be solved and adopt an approach that you know has previously been successful. In the case of new problems, you occasionally look for new solutions. |
| **Average** | You often face problems that need to be solved and adopt various approaches that you know have previously been successful. In the case of new problems, you look for a range of different, creative solutions. Where appropriate, you adopt an approach that you know has previously been successful. |
| **Strong** | Problem solving is something you usually see as a challenge that requires you to find a solution. In the majority of cases, you look for creative solutions to new problems. In doing so, you take into consideration the experience gained from previous attempts at solving the problem. You often find yourself adapting solutions that have previously been successful – including those from other fields. |
| **Verystrong** | You do not let go of a problem until you have found a successful solution. In the case of new problems, you always look for creative solutions. In doing so, you take into consideration the experience gained from previous attempts at solving the problem, as well as successful solutions from other fields. You are able to transfer these and develop them further still. |

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| **C1 Analysing situations** |
| **Manifestation** | **Description** |
| **Weak** | You are able to identify the objectives of a start-up as well as the effective influential factors. You can clearly analyse the strategies, alternatives courses of action and limitations of both your company and the competition to some extent. |
| **Average** | You are able to identify the significance of the objectives of a start-up as well as the effective influential factors. You can clearly analyse the strategies, alternatives courses of action and limitations of both your company and the competition in detail. |
| **Strong** | You are able to identify the relationships between the different objectives of a start-up as well as the effective influential factors. You can clearly analyse the strategies, alternatives courses of action and limitations of both your company and the competition in comprehensive detail. |
| **Verystrong** | You are able to identify the need to prioritise the objectives of a start-up as well as the relationships between effective influential factors. You can clearly analyse the strategies, alternatives courses of action and limitations of both your company and the competition in a comprehensible, completed and detailed manner. |

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| **C2 Evaluating alternative courses of action** |
| **Manifestation** | **Description** |
| **Weak** | You are able to evaluate alternative courses of action in a comprehensible manner to some extent on the basis of value measures. You justify your decisions in the context of a business plan based on the obvious consequences that you can predict in part. |
| **Average** | You are able to evaluate alternative courses of action in an adequately comprehensible manner on the basis of value measures. You justify your decisions in the context of a business plan based on the direct consequences that you can generally predict. |
| **Strong** | You are able to evaluate alternative courses of action in a sophisticated and comprehensible manner on the basis of value measures. You justify your decisions in the context of a business plan based on the direct and indirect consequences that you can predict in detail. |
| **Verystrong** | You are able to evaluate alternative courses of action in an integrated and comprehensible manner on the basis of value measures. You justify your decisions in the context of a business plan based on the direct and indirect consequences and side effects that you can predict in detail for the short and long term. |

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| **C3 Analysing the combination of interests** |
| **Manifestation** | **Description** |
| **Weak** | You are able to clearly correlate the actions of your business partners with their interests to some extent. You can determine whether these interests are compatible or conflicting. |
| **Average** | You are able to clearly and adequately correlate the actions of your business partners with their interests. You can determine the extent to which these interests are compatible or conflicting. |
| **Strong** | You are able to clearly correlate the actions and strategies of your business partners with their interests in a sophisticated and comprehensible manner. You can determine why these interests are compatible or conflicting. |
| **Verystrong** | You are able to clearly correlate the actions and strategies of your business partners with their interests in a detailed, sophisticated and comprehensible manner. You can suggest options for compromise in the event of conflicting interests. |

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| **C4 Analysing, evaluating and developing cooperation** |
| **Manifestation** | **Description** |
| **Weak** | You are able to describe the possibilities for the cooperative realisation of interests in a comprehensible manner to some extent. You can, in part, explain the advantages for your company and your business partners on both sides and know that problems can arise in cooperation. |
| **Average** | You are able to adequately describe the possibilities for the cooperative realisation of interests in a comprehensible manner. You can generally explain the advantages for your company and your business partners on both sides and know about the typical problems that arise in cooperation. |
| **Strong** | You are able to describe the possibilities for the cooperative realisation of interests in a sophisticated and comprehensible manner. You can explain the advantages for your company and your business partners on both sides for the most part and point out possible solutions for typical problems that arise in cooperation. |
| **Verystrong** | You are able to describe in detail the possibilities for the cooperative realisation of interests in a detailed, sophisticated and comprehensible manner. You can explain the advantages for your company and your business partners on both sides in detail and counteract the emergence of cooperation problems by taking preventative action. |

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| **C5 Analysing markets** |
| **Manifestation** | **Description** |
| **Weak** | You are able to examine the sales market – including its limitations – in a comprehensible manner to some extent. In part, you can predict how market conditions will affect your start-up. You can develop relevant questions for market analysis. |
| **Average** | You are able to adequately examine the sales market – including its limitations – in a comprehensible manner. You can generally predict how market conditions will affect your start-up. You can come up with a suitable outline concept for market research. |
| **Strong** | You are able to examine the sales market – including its limitations – in a sophisticated and comprehensible manner. You can predict for the most part how market conditions will affect your start-up. You can come up with a suitable, substantiated concept for market research. |
| **Verystrong** | You are able to examine the sales market – including its limitations – in a sophisticated, comprehensible and detailed manner. You can consistently predict how market conditions will affect your start-up. You can come up with a suitable and sophisticated concept for market research. |

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| **C6 Analysing economic systems and structures** |
| **Manifestation** | **Description** |
| **Weak** | You are able to discuss the basic conditions for entrepreneurs and company founders to some extent. You can outline the relationship between the market and the state in the social market economy, and – in concrete cases –describe one or two effects of state action. |
| **Average** | You are able to adequately discuss the basic conditions for entrepreneurs and company founders. You can explain the fundamentals of the relationship between the market and the state in the social market economy, and – in concrete cases –describe a number of effects of state action. |
| **Strong** | You are able to discuss the basic conditions for entrepreneurs and company founders in a sophisticated manner. You can scrutinise the relationship between the market and the state in the social market economy, and – in concrete cases –analyse the effects of state action with regard to the greater good. |
| **Verystrong** | You are able to discuss the basic conditions for entrepreneurs and company founders in a detailed and sophisticated manner. You can investigate changes in the relationship between the market and the state in the social market economy, as well as state action on the basis of general principles and normative guiding principles. |