

## Annexure A: NVC Learnership FIA comparisons

NVC Learnership	Common Construct	FIAT (Functional Intelligence Assessment Tool)
Basic personal and interpersonal skills (teamwork, group dynamics, behaviour, motivational strategies)	Teamwork	Interest in People Social Interaction
	Behaviour	Constructs that directly or indirectly influence behaviour
	Interpersonal	Relationship with supervisor Relationship with colleagues Relationship with partner
	Group Dynamics	Effectiveness of supervisor Cultural Prejudice Social Interaction Interest in People
Characteristics in terms of ethics, recognition and application, innovation orientation and stimulating creativity, self-knowledge of personality, interests and aptitudes)	Ethics	Moral Values
	Recognition	Status Leadership Ability; Leadership Qualities Achievement Personal Development Financial Compensation
	Innovation orientation and stimulating creativity	Originality

<b>NVC Learnership</b>	<b>Common Construct</b>	<b>FIAT (Functional Intelligence Assessment Tool)</b>
	Self-knowledge of personality	The reason why the FIA was developed and which can confirm areas within self
	Interests and aptitudes	Reflected in one's Personal Values (refer Annexure 6.10.1)
Sound basic business concepts (action plan, marketing plan, legal, communication, literacy, economics, business plan)	Communication	Candidate and Supervisor Communication Skills Candidate and Supervisor Listening Skills
	Action plan, marketing plan, legal economics, business plan	Risk

