

한국키네틱코ENG 인재상 (HUMAN TALENT IDEAL)



PROACTIVE
OWNERSHIP

1. 주도적 실행가 Active Ownership

- 스스로 문제를 정의하고
솔루션을 제안하는 인재
- 아이디어 제안
빠른 실행과 피드백



SMART
PERFORMANCE

2. 스마트한 성과 지향 High Performance & Efficiency

- 기술적 전문성 기반 문제 해결
효율적인 결과 도출
- 리소스 최적화
목표 달성 중심



GLOBAL MINDSET &
COMMUNICATION

3. 글로벌 마인드셋과 유연한 소통 Global & Flexible Mindset

- 타문화에 대한 열린 태도
긍정적 협업과 성장의 태도
- 영어 활용 능력
피드백 수용

O's

Global Standard

The Ideal Candidate Profile

A Blueprint for Excellence in the Modern Workplace

Part I: The Five Pillars

Defining the non-negotiable qualities of a high-impact professional.

| Pillar 1: Radical Ownership

Treating Projects as Your Own

Ownership is the transition from "this is my task" to "this is my business." It involves:

- ✓ Proactive identification of bottlenecks.
- ✓ Decision-making that aligns with long-term goals.
- ✓ Driving results beyond the initial scope.



| Pillar 2: Working Smart (Basis of Working hard)

Traditional "Hard Work"



Strategic "Smart Work"



Efficiency is the lever that multiplies impact without increasing burnout.

| Pillar 3: Unwavering Responsibility



Reliability

Becoming the "Safe Pair of Hands" where managers can assign tasks and be certain of their completion.

신뢰



Accountability

Taking full responsibility for outcomes—not just efforts.
Owning the solution when things go wrong.

책임



Consistency

Maintaining high standards across all tasks, regardless of the visibility or size of the project.

일관
성

Pillar 4: Positivity & Resilience

Handling Pressure with Grace

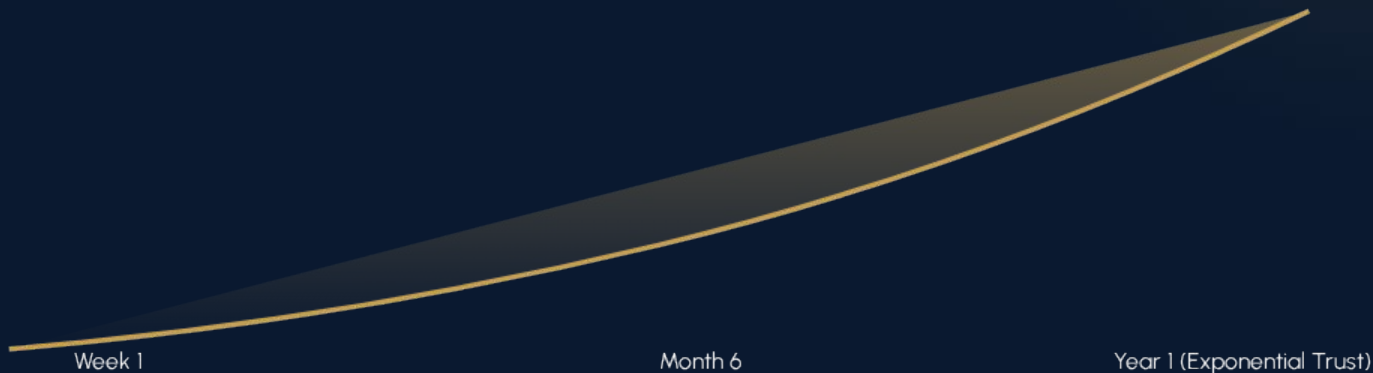
A positive attitude is a strategic asset. It allows for clear thinking during crises and fosters a solution-oriented environment.

Resilience ensures that setbacks are viewed as data points for learning, rather than terminal failures.



| Pillar 5: Diligence & Sincerity

The Compounding Effect of Daily Sincerity



"Sincerity" (성실) is not just working hard; it is the consistent delivery that builds radical trust over time.

| Good vs. Great Candidates

Dimension	Good Candidate	Great Candidate (Ideal)
Work Ethic	Works hard when monitored.	Demonstrates radical self-management.
Problem Solving	Identifies problems for others to fix.	Provides solutions alongside problem alerts.
Communication	Reports what happened.	Communicates implications and next steps.
Reliability	Mostly meets deadlines.	Never misses; communicates early if risk exists.

| The Growth Trajectory

Trust Building

Consistent sincerity
establishes a foundation of
reliability.



Autonomy

Ownership leads to reduced
management oversight.



Influence

Positivity and results start to
affect team dynamics.



Leadership

Strategic output sets the
standard for the entire
organization.





Q&A Session