



## Q4 COMPETENCIES

*Help your organization define the unique competencies and behaviors needed to perform successfully.*

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### NUTSHELL

Competency modeling — defining the competencies or behaviors needed for success at a certain job or leadership role — can be difficult. Decision-makers may find it hard to put into words the attributes and behavioral qualities they seek. Psychological Associates has developed a library of 65 time-tested competencies based on 256 behavioral indicators. The competencies are provided as a handy deck of cards so that in choosing the behaviors and attributes, the key parties to the decision have a practical and visual way to narrow down their selection of competencies and reach consensus.

Each card also has a behavioral description of the competency in terms of Psychological Associates' Dimensional® Model of Behavior™. The library may be used unassisted, or one or our Ph.D. consultants can facilitate the discussion to help leaders choose core competencies.

### BENEFITS AND OUTCOMES

Defining competencies or “competency modeling” enables organizations to:

- Clarify and communicate performance expectations
- Align performance goals with business strategies
- Link and synergize HR practices, such as hiring, performance management, succession planning, and training allocation
- Identify gaps between current and future competency needs
- Help ensure that all employees are treated fairly.

### HOW IT WORKS

The process of selecting competencies can be used to define a specific job, role, level of leadership; or even organization-wide competencies. Decision-makers use our exclusive deck of 65 competency cards. Each competency is named, defined, and accompanied by a list of behavioral indicators for clarity. All cards that are deemed irrelevant are discarded. The remaining ones are discussed and evaluated until consensus is reached on the final selection. These may be adjusted and refined, but the result is a custom set of performance descriptions that define what is expected and linked to the organization's business goals.

