Using a competency model as a central point for managing human resources represents one of the most effective ways to maximize the investment made in recruiting, staffing, training, and assessing your personnel. Compmetrica is proud to present its professionally designed competency model which is currently used by numerous private and public sector organizations, including numerous human resources management (HRM) consulting firms and human resources specialists. Through the Compmetrica Competency Model, candidates can be evaluated on 60 different competencies, allowing organizations greater transparency, versatility, and flexibility in their human resources management and selection practices.

Description

- The Compmetrica Competency Model contains 60 competencies which easily apply to all positions within an organization, from general labourer to senior management positions. Each competency is clearly defined and includes a series of behavioural indicators that can be used for performance management purposes and applied to any type of position.

The Compmetrica Competency Model includes:

- A description of the impact of insufficient or excessive demonstration of the competency, and the emotional, social, cognitive, and technical components related to each competency;

- An analysis of the frequency at which each competency is selected along different position levels (individual contributor, professional, manager, executive);

- A learning difficulty index based on the competency’s inherent structure as well as the personal and organizational investment required to develop employees on this aspect.

- The competency model has been used in the development of all other Compmetrica assessment products including training plans, structured interview questions, reference check questionnaires, as well as a wide variety of other standardized assessment products.

Targeted Clientele

Organizations that value a competency based approach in the management of their human resources.

Conditions

The Compmetrica Competency Model can be purchased, by visiting the Compmetrica website (www.compmetrica.com).

Qualifications

Specific qualification/training is NOT required to use the Compmetrica Competency Model.
COMPMETRICA Competency Model

Presentation of the Compmetrica Competency Model

List of Competencies

**Technical Skills**

- **Creativity / Innovation**
  - Business Acumen
  - Ability to Manage Change
  - Project Management Skills
  - Ability to Manage Human Resources
  - Ability to Manage Financial Resources
  - Planning Skills
  - Ability to Organize/Orientation
  - Ability to Execute

- **Cognitive**
  - Technical
  - Strategic Thinking
  - Problem-solving
  - Open-mindedness
  - Ability to Manage Communications
  - Ability to Work in a Team
  - Takes Care of Others
  - Ability to Mobilize
  - Strategic Thinking
  - Acute Awareness of the Environment
  - Thoroughness
  - Need to Achieve
  - Autonomy
  - Self-motivated
  - Integrity
  - Self-control
  - Action-oriented

- **Social**
  - Project Management Skills
  - Ability to Manage Change
  - Ability to Organize/Orchestrate
  - Planning Skills
  - Ability to Manage Financial Resources
  - Ability to Manage Material Resources
  - Ability to Manage Human Resources
  - Negotiation Skills
  - Initiative/Entrepreneurship
  - Business Acumen
  - Ability to Delegate
  - Client-oriented

- **Emotional**
  - Learning Difficulty

- **Operational Management**
  - Direct Customer Service
  - Level #2: Direct Manual Work

- **Analytical Ability**
  - Analytical Ability
  - Creative Ability
  - Technical
  - Cognitive Ability
  - Problem-solving
  - Open-mindedness
  - Ability to Manage Communications
  - Ability to Work in a Team
  - Takes Care of Others
  - Ability to Mobilize
  - Strategic Thinking
  - Acute Awareness of the Environment
  - Thoroughness
  - Need to Achieve
  - Autonomy
  - Self-motivated
  - Integrity
  - Self-control
  - Action-oriented

- **Ability to Synthesize**
  - Ability to integrate diverse elements or sources of information into a unified, solvable problem-solving approach that may be used in a specific context.

- **Creativity / Innovation**
  - Creativity / Innovation

- **Leadership Skills**
  - Ability to lead:
    - Technical
    - Strategic Thinking
    - Problem-solving
    - Open-mindedness
    - Ability to Manage Communications
    - Ability to Work in a Team
    - Takes Care of Others
    - Ability to Mobilize
    - Strategic Thinking
    - Acute Awareness of the Environment
    - Thoroughness
    - Need to Achieve
    - Autonomy
    - Self-motivated
    - Integrity
    - Self-control
    - Action-oriented

- **Learning Ability**
  - Learning Ability

- **Communication Skills**
  - Communication Skills

- **Creativity / Innovation**
  - Creativity / Innovation

- **Technical Aspect**
  - Technical Aspect

- **Cognitive Aspect**
  - Cognitive Aspect

- **Social Aspect**
  - Social Aspect

- **Emotional Aspect**
  - Emotional Aspect

- **Operational Management**
  - Operational Management

- **Direct Customer Service**
  - Direct Customer Service

- **Level #2: Direct Manual Work**
  - Level #2: Direct Manual Work

- **Creative Ability**
  - Creative Ability

- **Technical**
  - Technical

- **Cognitive Ability**
  - Cognitive Ability

- **Problem-solving**
  - Problem-solving

- **Open-mindedness**
  - Open-mindedness

- **Ability to Manage Communications**
  - Ability to Manage Communications

- **Ability to Work in a Team**
  - Ability to Work in a Team

- **Takes Care of Others**
  - Takes Care of Others

- **Ability to Mobilize**
  - Ability to Mobilize

- **Strategic Thinking**
  - Strategic Thinking

- **Acute Awareness of the Environment**
  - Acute Awareness of the Environment

- **Thoroughness**
  - Thoroughness

- **Need to Achieve**
  - Need to Achieve

- **Autonomy**
  - Autonomy

- **Self-motivated**
  - Self-motivated

- **Integrity**
  - Integrity

- **Self-control**
  - Self-control

- **Action-oriented**
  - Action-oriented

- **Project Management Skills**
  - Project Management Skills

- **Ability to Manage Change**
  - Ability to Manage Change

- **Ability to Organize/Orchestrate**
  - Ability to Organize/Orchestrate

- **Planning Skills**
  - Planning Skills

- **Ability to Manage Financial Resources**
  - Ability to Manage Financial Resources

- **Ability to Manage Material Resources**
  - Ability to Manage Material Resources

- **Ability to Manage Human Resources**
  - Ability to Manage Human Resources

- **Negotiation Skills**
  - Negotiation Skills

- **Initiative/Entrepreneurship**
  - Initiative/Entrepreneurship

- **Business Acumen**
  - Business Acumen

- **Ability to Delegate**
  - Ability to Delegate

- **Client-oriented**
  - Client-oriented

- **Learning Difficulty**
  - Learning Difficulty

- **Operational Management**
  - Operational Management

- **Direct Customer Service**
  - Direct Customer Service

- **Level #2: Direct Manual Work**
  - Level #2: Direct Manual Work