

# COMPMETRICA Competency Model



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](http://www.compmetrica.com)).

## Qualifications

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



# Presentation of the Compmetrica Competency Model

COMPMETRICA Competency Model

**List of Competencies**

Thinking Skills	Leadership Skills	Management Skills
01 Cognitive Ability	20 Acute Awareness of the Environment	45 Ability to Manage Change
02 Analytical Ability	21 Strategic Thinking	46 Project Management Skills
03 Ability to Synthesize	22 Ability to Mobilize	47 Ability to Manage Human Resources
04 Creativity/Innovation	23 Persuasion	48 Ability to Manage Material Resources
05 Open-mindedness	24 Ability to Command	49 Ability to Manage Financial Resources
06 Problem-solving	25 Ability to Establish Effective Teams	50 Planning Skills
07 Decision-making/Judgment	26 Ability to Develop Others	51 Ability to Organize/Orchestrate
08 Learning-oriented	27 Ability to Manage Conflicts	52 Ability to Delegate
		53 Ability to Control

  

Communications	Technical and Professional	Entrepreneurship
09 Oral Communication	28 Technical and Professional Skills	54 Business Acumen
10 Written Communication	29 Detail-oriented	55 Initiative/Entrepreneurship
11 Ability to Listen	30 Clerical Abilities	56 Networking Skills
12 Ability to Transmit Information	31 Thoroughness	57 Partnership Skills
13 Ability to Manage Communications		58 Client-oriented
		59 Results-oriented
		60 Negotiation Skills

  

Interpersonal Relationships	Personal Qualities
14 Interpersonal Communications	32 Autonomy
15 Sociability	33 Need to Achieve
16 Takes Care of Others	34 Self-confidence
17 Empathy	35 Self-control
18 Tolerance	36 Ability to Balance Work/Private Life
19 Ability to Work in a Team	37 Being Organized
	38 Adaptability
	39 Independence of Mind
	40 Integrity
	41 Self-motivated
	42 Action-oriented
	43 Perseverance
	44 Stress Resistance

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COMPMETRICA Competency Model **04** Creativity / Innovation

Learning Difficulty			
Emotional	Social	Cognitive	Technical
Creativity / Innovation do not really refer to emotional aspects; however, it may sometimes be necessary to use these in order to improve upon one's ideas. Also, one has to be able to face the potential rejection of one's work.	Creativity / Innovation solicit upon social aspects, but in moderation. Ideas, creations, and innovations have to be shared with others.	Creativity / Innovation are approaches which greatly solicit on one's cognitive aspect. It is through the processing of available data and the creation of new ideas that this competency takes its shape and form.	Creativity / Innovation do not follow a structured approach. However, they take their shape and form in a particular sector which is of a technical nature. Therefore, one would be creative or innovative in areas of management, engineering, etc.
Moderate	Moderate	High	Low

  

**Inherently Predisposed Difficulties Associated with this Competency**

	Weight (Effects on this difficulty to learn)	Score (Established for this competency)			
Emotional Aspect	4.0	x	3.0	=	12.0
Social Aspect	2.5	x	3.0	=	7.5
Cognitive Aspect	2.5	x	4.0	=	10.0
Technical Aspect	1.0	x	2.0	=	2.0
					<b>31.5 / 50</b>

  

**Difficulties Associated with the Person**

Minimum level of motivation required in order to improve on this competency.	9.0 / 10
Difficulty to improve on the competency by oneself.	6.0 / 10
Difficulty in having access to the means which will facilitate the improvement of this competency.	4.0 / 5
	<b>19.0 / 25</b>

  

**Difficulties Associated with the Organization**

Amount of investment required from an organization in order to improve the competency of an employee.	9.0 / 10
Difficulty for an organization to improve the competency of an employee when using an informal approach.	7.0 / 10
Difficulty for an organization to improve the competency of an employee through formal training.	5.0 / 5
	<b>21.0 / 25</b>

  

Learning Difficulty: **High Learning Difficulty Level**

It is difficult to develop this competency. Creativity and Innovation are in part dependent on artistic and cognitive abilities, and represent an individual orientation. On the personal side, individuals can improve their innovation and creative ability by taking risks, being open to different ways of doing things, travelling, being exposed to different experiences, developing their artistic abilities, etc. On an organizational level, management can informally create working environments that foster creativity and innovation. In both instances however, great efforts have to be made to improve upon this competency.

**71.5 / 100**

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COMPMETRICA Competency Model **04** Creativity / Innovation

**Able to propose original, imaginative, or ingenious ways of doing things or solving problems**

- Uses divergent thinking: the ability to generate many different ideas in response to a problem
- Proposes original solutions to recurrent problems
- Suggests promising new work approaches or methods
- Contributes many imaginative ideas during brainstorming sessions
- Is recognized as having an innovative and clever mind
- Suggests forward-thinking ideas

  

**Difficulties**

Insufficient Presence	Excessive Presence
<ul style="list-style-type: none"> <li>Relies solely on evidence and usual ways of doing things</li> <li>Always recommends the same solutions for the same problems</li> <li>Avoids trying out new approaches</li> <li>Does not contribute new ideas</li> <li>Has a tendency to regress</li> </ul>	<ul style="list-style-type: none"> <li>Has difficulty sticking to stipulated methods</li> <li>Gets stuck in too many new ideas. Has difficulty organizing his/her thoughts</li> <li>Favours changes for the sake of changing at the risk of making major errors</li> <li>Presents ideas which are innovative but unrealistic</li> <li>Leaves no place for others in brainstorming sessions</li> </ul>

  

**Frequency in which this Competency is Chosen (by level)**

	VERY LOW	LOW	MODERATE	HIGH	VERY HIGH
<b>Level #4: Global</b> Senior Management Strategic Positions			●		
<b>Level #3: Operational</b> Operational Management Management Responsibility Indirect Relationship with Clients				●	
<b>Level #2: Direct</b> Professional / Technical Responsibility for Implementation Direct Customer Service				●	
<b>Level #1: Indirect</b> Support Activity Administrative Activity Manual Work					●

Compmetrica Competency Model

**Thinking Skills**

<p><b>01 Cognitive Ability</b></p> <p>Able to think logically and to perform mental operations of a verbal, spatial and numeric nature at work</p> <ul style="list-style-type: none"> <li>Reasons about issues and problems in a consistent and logical manner</li> <li>Uses deductive thinking-deriving a conclusion from a set of premises to solve problems</li> <li>Uses inductive thinking-deriving a general principle from specific instances to solve problems</li> <li>Performs mental operations involving the manipulation of verbal information</li> <li>Performs mental operations involving the manipulation of numerical information</li> <li>Performs mental operations involving the manipulation of spatial information</li> </ul>	<p><b>02 Analytical Ability</b></p> <p>Able to achieve a systematic understanding of a situation or problem by identifying its key elements, the interrelationships among the elements, and the structural principles that explain the interrelationships</p> <ul style="list-style-type: none"> <li>Dissects situations by breaking them down into their basic components</li> <li>Diagnoses and pinpoints the root causes of events</li> <li>Meticulously examines the details or facts relevant to a situation and identifies what is missing</li> <li>Identifies how the elements of a situation are linked</li> <li>Identifies the causes and possible outcome of a situation</li> <li>Identifies the structural principles that provide a systematic outlook of the situation</li> </ul>
<p><b>03 Ability to Synthesize</b></p> <p>Able to integrate diverse elements or pieces of information into a unified structure, providing a new or different perspective on the interrelationships among them</p> <ul style="list-style-type: none"> <li>Links together elements that are not obviously related by finding a common thread</li> <li>Places things into context by combining them under one general idea</li> <li>Qualitatively evaluates information and issues</li> <li>Put things into context in an original structure</li> <li>Sheds new light on source documents</li> <li>Can address an issue from a specific angle</li> </ul>	<p><b>04 Creativity/Innovation</b></p> <p>Able to propose original, imaginative, or ingenious ways of doing things or solving problems</p> <ul style="list-style-type: none"> <li>Uses divergent thinking: the ability to generate many different ideas in response to a problem</li> <li>Proposes original solutions to recurrent problems</li> <li>Suggests promising new work approaches or methods</li> <li>Contributes many imaginative ideas during brainstorming sessions</li> <li>Is recognized as having an innovative and clever mind</li> <li>Suggests forward-thinking ideas</li> </ul>

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