What is a competency framework?

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A competency framework is a grid or list that displays (a) competencies required to successfully perform in the job or (b) future business requirements:

- May come from key criteria set out in job description or person specification.
- May be divided into categories such as core, advanced and specialist.
- Informs the design of the Assessment Center or Development Center.

Some example competencies

- Decisiveness
- Leadership
- Productivity
- Flexibility
- Organizational skill
- Judgment
- Problem analysis
- Planning
- Initiative
- Oral communication
- Written communication
- Managing change
- Valuing diversity