

Prototype Competency Model for use in TD Assessment - Peter Bushby - 20.10.19

<u>Competency Name</u>	<u>Level Held</u>	<u>Description of Level</u>
Client Partnering		
	Unknown	Not yet trusted. Unaware of client priorities
	Tolerated	Trusted but second choice. Knows Client objectives
	Welcomed	Glad to have on board. Focused on client succes
	Trusted Advisor	Sought out. Suggests change projects to clients.
Delivery Focused		
	Passive	Self-focused. Often disappoints. Head-in-sand.
	May Do	Needs supervision. Reacts to threats. Encourages others
	Must Do	Empowers others. Calls out issues. Forms teams
	Always Delivers	Resolves Issues & root causes. Takes accountability.
Earns Trust		
	Unreliable	Inconsistent. Over-promises. Goes behind backs. Rumour-monger
	Good Intent	Means well. May evade or collude. Good at small tasks
	Reliable	Keeps promises. Honest & Open. No collusion. Good at big tasks
	Rock	Accountable for Team Promises. Excellent Track Record
Embraces Challenge		
	Inert	Worried/cynical &/or overconfident. Poor under pressure
	Reactive	Handles minor setbacks as they happen
	Proactive	Pre-empts setbacks. Eager for outcomes.
	Mover/Shaker	Motivates others. Confident in adversity.
Influencing Skill		
	Cellophane	Rulings often questioned. Requests often refused
	Listened To	Some rulings questioned. Requests reluctantly followed.
	Understood	Rulings accepted. Requests usually followed
	Changes Minds	Easily gets others to act as needed when needed
Informed Judgement		
	Best Guess	Trusts to memory. Improvises. Doesn't use Forums
	Looks Up	Knows where to look. Will consult. Reads Forums
	Good network	Uses many sources. Always consults on JRs. Post on Forums
	An Oracle	Trusted advisor to many. Well connected. Answers Forum Posts.
Innovation		
	Entrenched	Thinks only within the box. Resists change
	Conservative	Will change but slowly. Thinks outside the box
	Experimenter	Drives others to change. Pilots outside the box ideas
	Innovator	Makes out-of-box thinking reality. Leads Change
Team Player		
	Lone Wolf	Focused on own value and improving it.
	Citizen	Adapts own approach and gives feedback to help team
	Networker	Connects to others and leverages those connections
	Teambuilder	Actively creates synergy and improves Team outputs