

# Competency profiles

Competency profiles include:

- Typical positions/roles (e.g. sales manager);
- Employees for whom the profile is used;
- Competencies that describe the given position/role;
- Assessments, namely their target level.

In this way, you can describe all the important roles/positions in your company. Why is this done:

- This module. Description of the target level of requirements for the position/role. What competencies the role should have and their target level (assessment);
- Understanding the current level of competencies. After testing or 360 assessment, an understanding of the current level of competencies appears;
- Based on this gap between the target competency model and the current one, an individual development plan for the employee can be created.

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