

COMPETENCY DICTIONARY

BEHAVIOURAL AND TECHNICAL COMPETENCIES

Introduction

The Organizational Readiness Office, with the help of subject matter experts and CS representatives from numerous departments, developed the competency dictionaries specifically for the IT Community across government.

In today's workplace, it's not just completing tasks that's important. How people perform their jobs and the behaviors they demonstrate on the job are the key to success.

Although the focus of the competency dictionaries is on the skills, abilities and behaviors that are specific to jobs in IT Community, we assume that the behavioural dictionary will also be appropriate for other communities.

Competency Based Management

Competency Based Management is a proven methodology being used in the workplace by those who want to take an integrated approach to human resources management. At the centre of the system is the Job Competency Profile. The profile is based on the work descriptions and built by combining competency definitions from the behavioural and technical competency dictionaries.

The competency definitions describe the observable knowledge, skills, abilities and behaviors needed for successful job performance and include levels of proficiency that are described in terms of behavioral indicators. The indicators highlight the behaviors that are expected at a certain level of job performance ranging from the introductory and basic levels to the advanced and expert levels.

Once the Job Competency Profile has been created, it forms the foundation of the Competency Based Management system and can be used for the complete range of human resources planning and management functions. This includes developing statements of qualifications, staffing using behavioral-based interviewing techniques, implementing self-evaluation and performance management processes, and supporting learning and career development.

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KJ Lindholm-Leary



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