

Competency Framework

Connection

Check In - Fist of 5 how confident are you with your competency in your role? (fist of 5).

What is your experience so far? (shout out).

What is your objective / want to achieve in your role? (add to post it notes).

Concepts

Explain each section of the competency framework (show blank framework).

Self evaluation is key to progressing yourself (Reflection / continues self improvement).

Example of your competency framework
Explain your areas of knowledge and areas to grow.

Concrete Practice

- Give each person a framework card (see page 3) and ask them to add their name to it.
- Ask each person to be honest and evaluate themselves on where they are with each section by colouring it in (see example page 2).
- Once complete add your card to the team board (physical or online).
- Review each others cards (gallery walk) making note who they could help or ask for help from.

Conclusions

Group discussion -

How did it feel to share this information with others?

How can we help each other to grow and learn as a team?

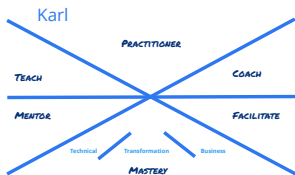
Answer - using the data look to see who is strong in areas other wish to grow and connect them to help each other.

Competency Exercise

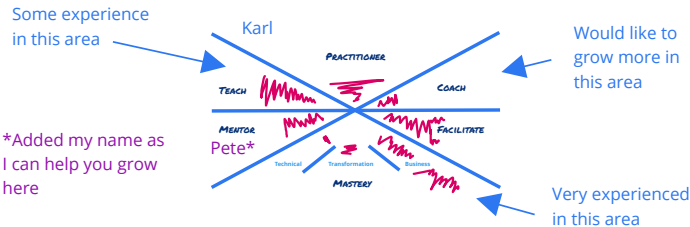
Step by Step Instructions

1. Explain each section of the competency framework below (using the information from our website).
2. Ensuring everyone has a good understanding and answer any questions they have.
3. Give each person a framework card (cut out from page three templates)
4. Ask each person to be honest and evaluate themselves on where they are with each section. Full colour means they have excellent knowledge/skills, no colour shows no knowledge/skills and somewhere in between based on there evaluation.
5. Ask people to add there name on the card and place on a visual areas (Board in the room or online board)
6. Now ask people to review each others. They should be looking for two things - who has more knowledge in an area they would like to grow and how they can help improve someone else's knowledge.
7. Encourage people to self organise into helping each other (maybe add names to cards where they can help someone).

STARTING VIEW



COMPLETED VIEW



*Added my name as I can help you grow here

Pete*

Templates

