



COMPETENCY AND ASSESSMENT

COMPETENCY

Competency is the ability one brings to the job. A competency details what the person must demonstrate or explain in order to perform a task under normal conditions to an agreed standard.

A task is a discrete unit of performance which has a definable beginning and end.

Competency comprises **knowledge**, **attitude** and **skill** and their consistent application (**habit**) to the required performance standard - **K.A.S.H.**

ASSESSMENT

Assessment is not a test with threatening overtures, but a means of feedback so the person knows their: strengths, how their learning and behaviour is progressing, and weaknesses, where they may need help.

Assessment is the process of collecting evidence and making judgements on the performance level reached against agreed standards or learning outcomes. Criterion-referenced assessment identifies the individual's achievements against standards, rather than against their performance to others (Comparative analysis).

KNOWLEDGE - Familiarity, awareness or understanding gained through experience and/or study.

ATTITUDE - A settled opinion or way of thinking and behaviour which reflects that mental condition.

SKILL - The capacity or practised ability to achieve something successfully.

HABIT - A consistent inclination to act in a particular way, acquired through frequent repetition.

ASSESSMENT CRITERIA

The reason for the range of competency standards, listed below, is to ask the questions:

“Is this person capable of doing tasks on their own, or do they need assistance?”

and

“Are they a role model (example) for others?”

COMPETENCY LEVELS

1. Demonstrates understanding.
2. Demonstrates understanding, but requires assistance and/or supervision in its application
3. Demonstrates understanding and occasionally requires assistance in its application
4. Demonstrates complete understanding and operates independently in the application.
5. Demonstrates complete understanding. Is a role model for others and effectively contributes to the development of peers and subordinates.

Mobile: +61 (0)418 101 202

Web: www.3x5x7.com

Email: gerald@3x5x7.com

Facebook: facebook.com/3X5X7

Twitter: twitter.com/3x5x7

