

WHAT INFORMATION CAN BE INCLUDED IN A SUCCESS PROFILE OR CAPABILITY FRAMEWORK?



Technical and Professional Knowledge

Technical or professional knowledge required for the role, or what someone **needs to know** (e.g. Knowledge of online marketing strategies, knowledge of SAP, knowledge of Microsoft Office, etc.).



Required Experience

Work and educational experiences required for successful performance in the role, or what someone **needs to have done** (e.g. managed a large team, developed and implemented an online marketing strategy, etc.).



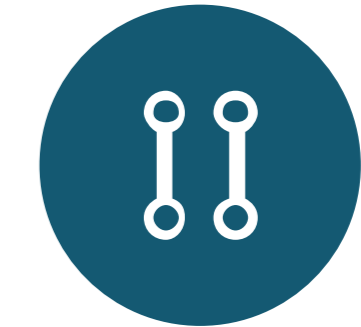
Behavioural Competencies

Clusters of behaviour that need to be demonstrated in order to succeed, or how people **need to behave** in the role (e.g. Planning and Organising, Strategic Decision Making, Problem Solving, etc.).



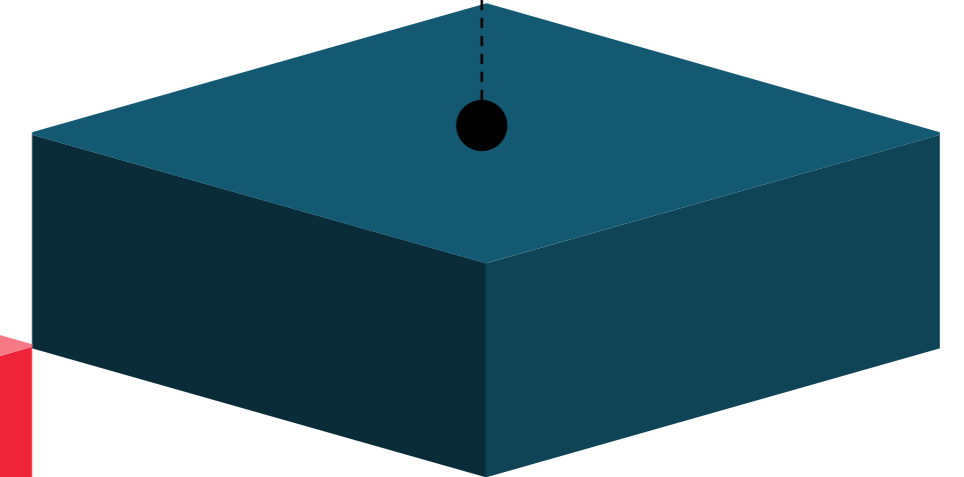
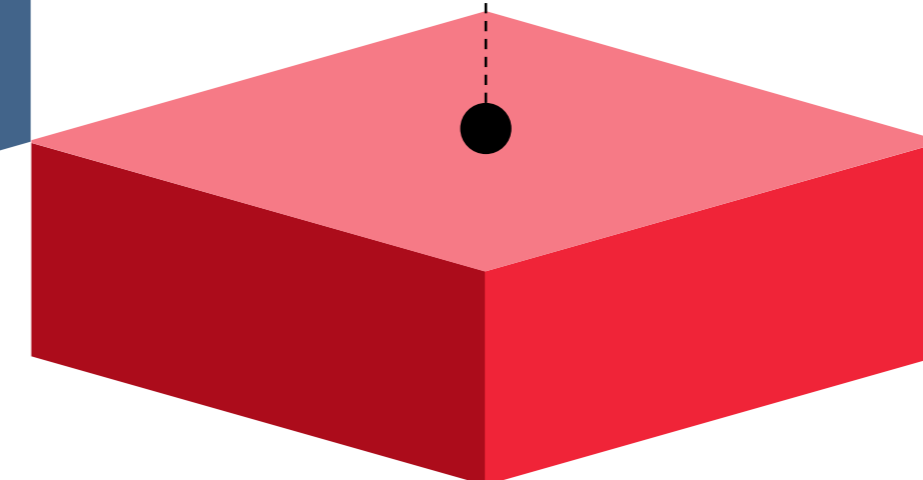
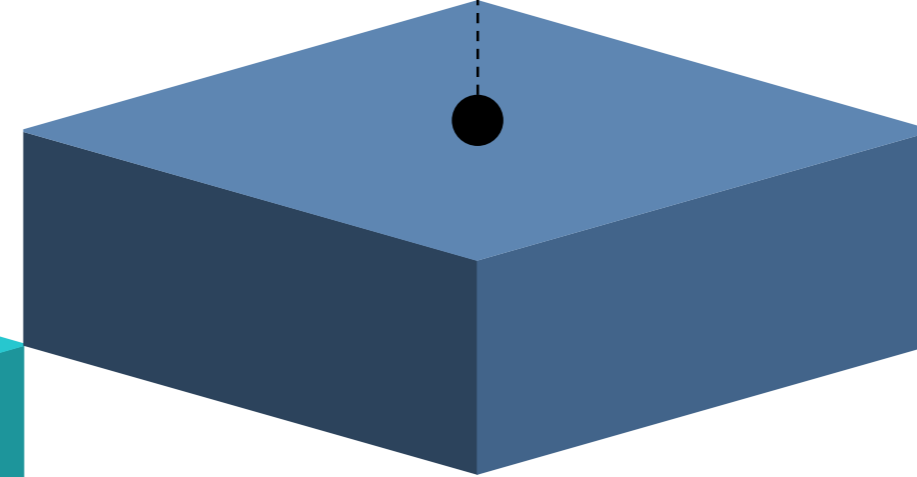
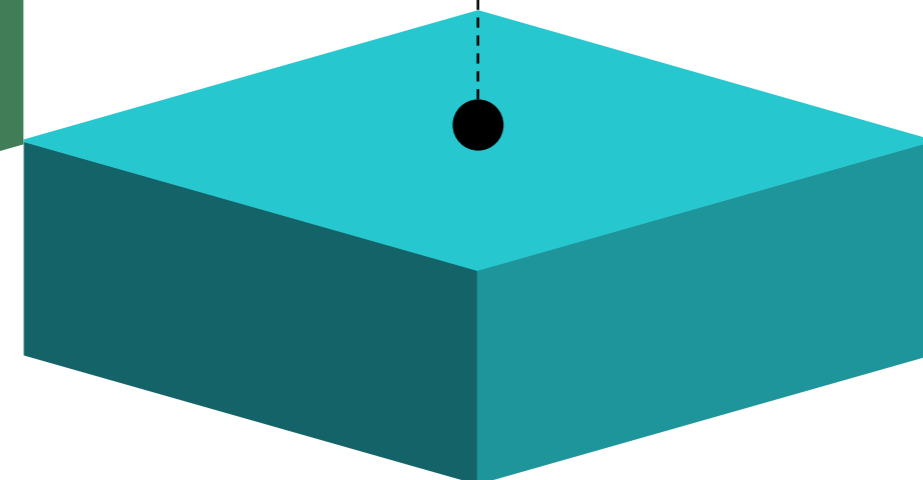
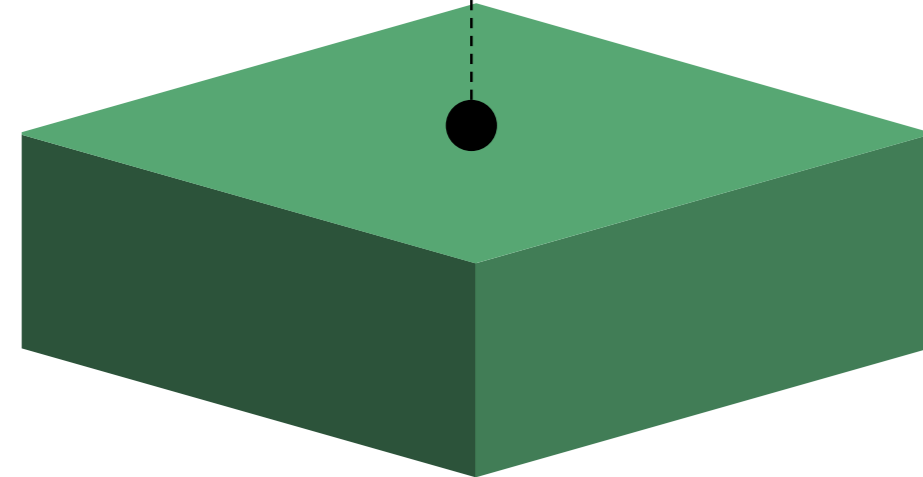
Aptitudes

Specific analytical and problem solving skills required for successful performance in the role, or the level of required **intellectual capacity** (e.g. Spatial Reasoning, Verbal Comprehension, Error Checking ability, etc.).

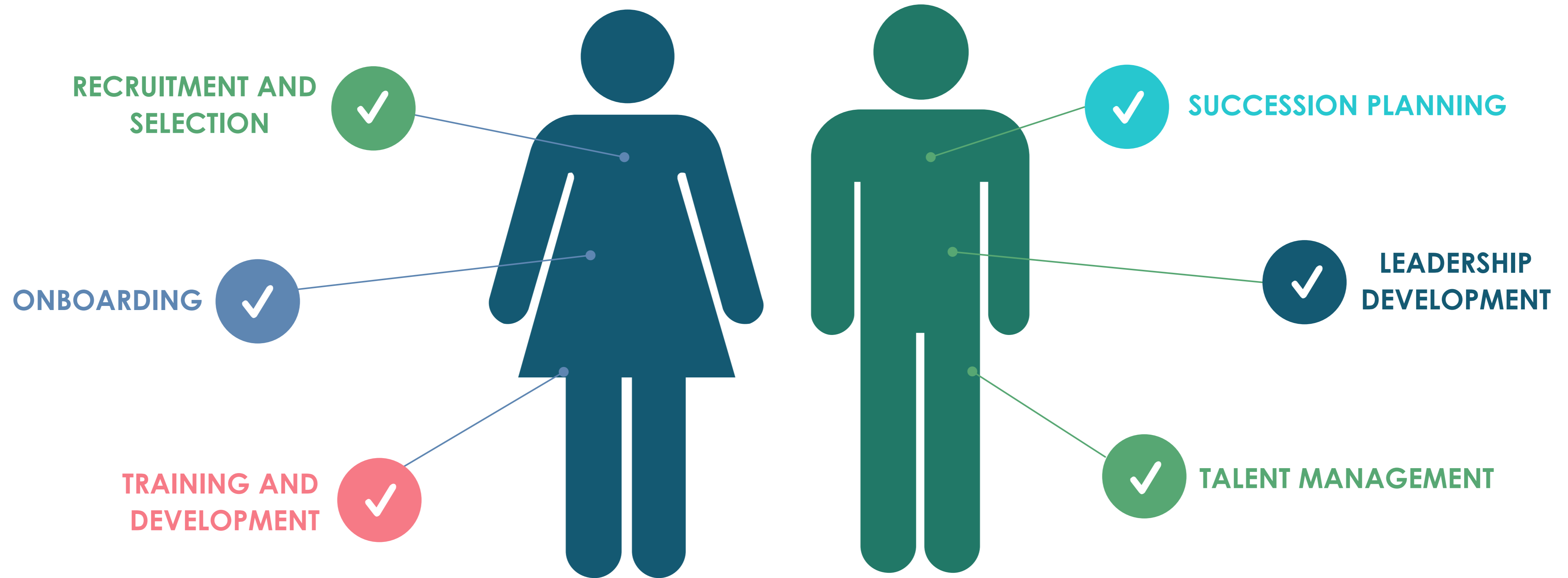


Personal Attributes

Personal qualities, motivations, and preferences likely to enhance performance in the role, or what someone **prefers to do** and **enjoys doing** (e.g. thinking creatively, attending to details, interacting with others, etc.).



HOW ARE SUCCESS PROFILES & CAPABILITY FRAMEWORKS USED?



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