



*Special Interest Group for the Public Sector –Dublin: AGENDA*

*Farmleigh, Castleknock, Dublin 15, Ireland.*

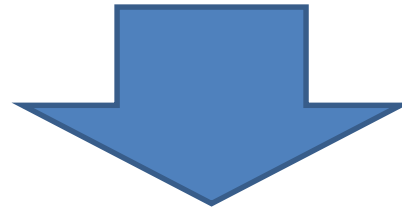
# The competency based approach: the challenges, the future, the alternatives...

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# The competency based approach today

Franklin Bobbitt (1920'): Job analysis



**MAINSTREAM APPROACH FOR DECADES**

But...

**Challenges**

**Criticism**

**Lack of efficiency**

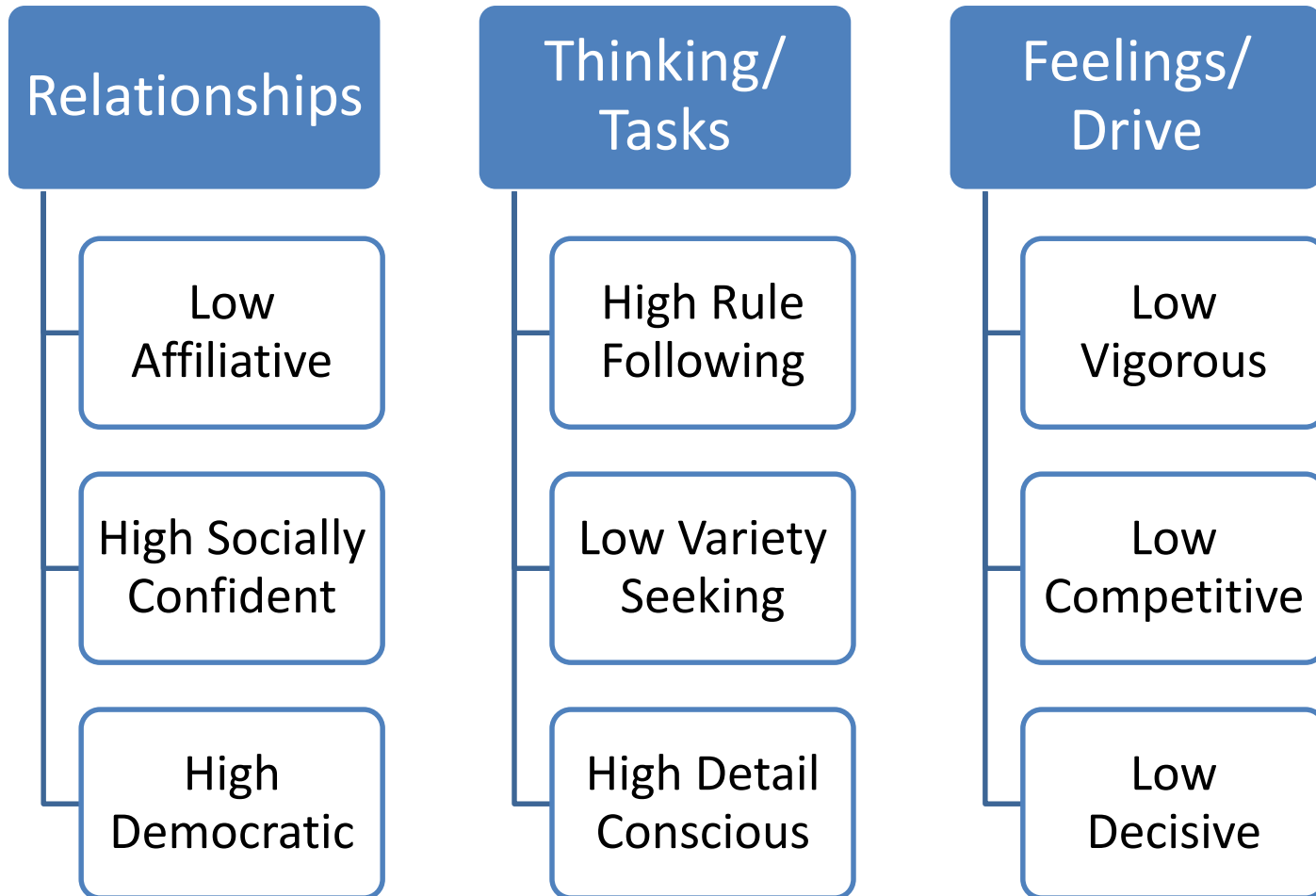
**Rusty**

**Predictable**

# Personality Assessment

- Valid Occupational Online questionnaire used;
- Often feeds into the competency approach but may be separate to it;
- Characteristics/ Preferences/ Requirements for the post are identified and candidate profile is compared to these;

# Assistant Parliamentary Counsel



# Situation based approach

	Competency based Interview	Oral presentation	Group exercise	Case study
Analysis and Problem Solving		X		X
Communicating		X		X
Delivering Quality and Results		X		X
Learning and Development	X		X	
Prioritising and Organising			X	X
Resilience	X	X		
Working with Others	X		X	
Leadership	X		X	



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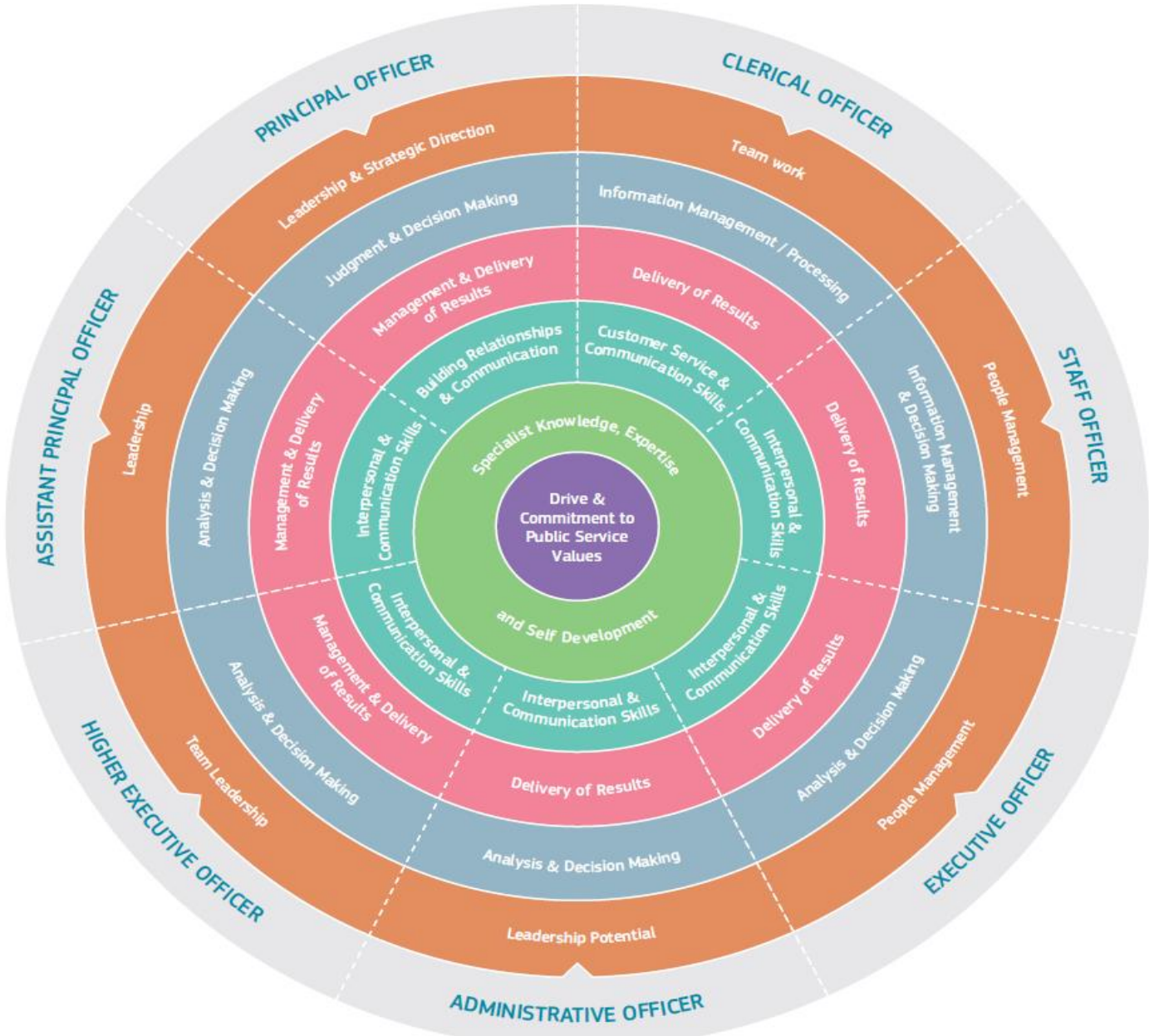


Competency based Interview	Oral presentation	Group exercise	Case study
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**Situation based  
Analytic**

**Competency based  
Synthetic**

# Motivation



# Strength based approach

How did you do ?



What do  
you like  
doing?

# Values

- All jobs have a purpose - communication of a values based purpose can:
  - Inspire the pursuit of the purpose
  - Encourage moral behaviour
  - Assist in clarity around person-organisation fit
- Critical that there is a values- outcome match
- Vision and Values (V&V) Statement – Respect, Integrity, Communication and Excellence



The future...

Where  
are  
you?



Conservatism?

Reformism?

Revolution?