



## INDIVIDUAL COMPETENCY ASSESSMENT REPORT

### PROFILE

NAME: **Lisa Bee**

STAFF ID NO: **10000002**

Role: **Assessment supervisor**

### SCORES

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OVERALL AVERAGE SCORE: **4.9**

OVERALL AVERAGE SCORE BY SELF: **4.9**

OVERALL AVERAGE SCORE BY SUPERVISOR: **NULL**

OVERALL AVERAGE SCORE BY PEERS: **NULL**

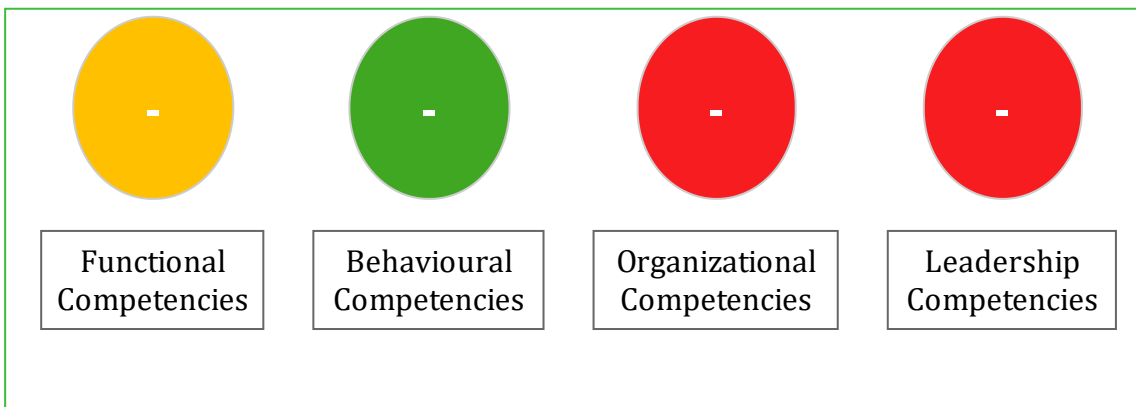
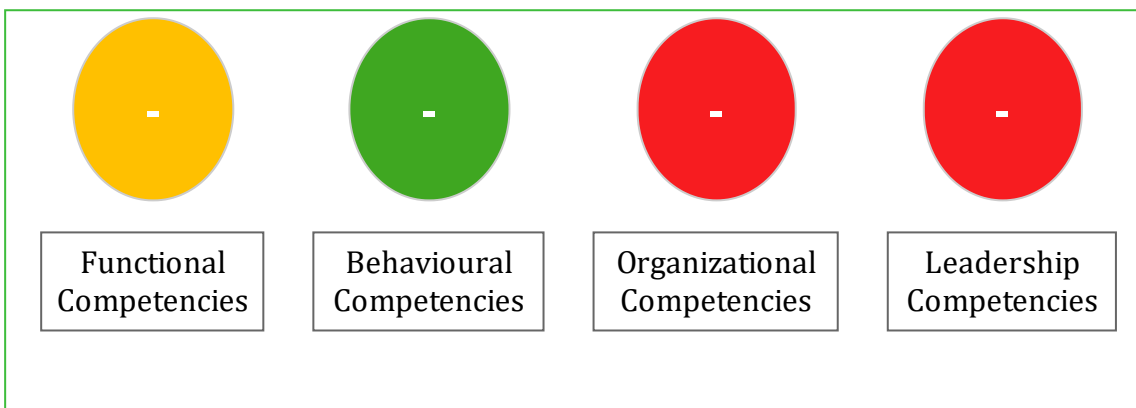
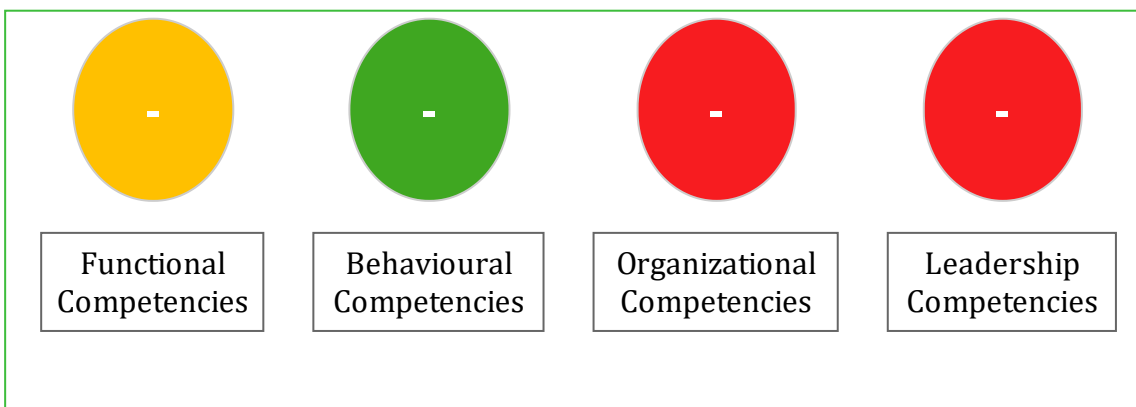
OVERALL AVERAGE SCORE BY DIRECT REPORTS: **NULL**

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#### CUMMULATIVE RATINGS BY SELF

AVERAGE SCORE: **4.9**



**CUMMULATIVE RATINGS BY SUPERVISOR****AVERAGE SCORE: AVERAGE SCORE: NULL****CUMMULATIVE RATINGS BY PEERS****AVERAGE SCORE: AVERAGE SCORE: NULL****CUMMULATIVE RATINGS BY DIRECT REPORTS****AVERAGE SCORE: AVERAGE SCORE: NULL****AVERAGE SCORES (TALENT MANAGEMENT UNIT)****FUNCTIONAL COMPETENCIES**

Competencies	Expected	Self	Role
Security	5.0	4.0	
Doubling Skill	5.0	5.0	

**BEHAVIOURAL COMPETENCIES**

Competencies	Expected	Self	Role
Risk Control	5.0	5.0	
Event Management	5.0	5.0	

**ORGANISATIONAL COMPETENCIES**

Competencies	Expected	Self	Role
Organizing skills	5.0	5.0	

**LEADERSHIP COMPETENCIES**

Competencies	Expected	Self	Role
Auditing	5.0	5.0	
Leadership quality	5.0	5.0	

**COMPETENCY RATINGS BY COMPETENCY AREAS****FUNCTIONAL COMPETENCIES**

Competencies	Expected	Self
Security	5.0	4.0
Doubling Skill	5.0	5.0

**BEHAVIOURAL COMPETENCIES**

Competencies	Expected	Self
Risk Control	5.0	5.0
Event Management	5.0	5.0

**ORGANISATIONAL COMPETENCIES**

Competencies	Expected	Self
Organizing skills	5.0	5.0

**LEADERSHIP COMPETENCIES**

Competencies	Expected	Self
Auditing	5.0	5.0
Leadership quality	5.0	5.0

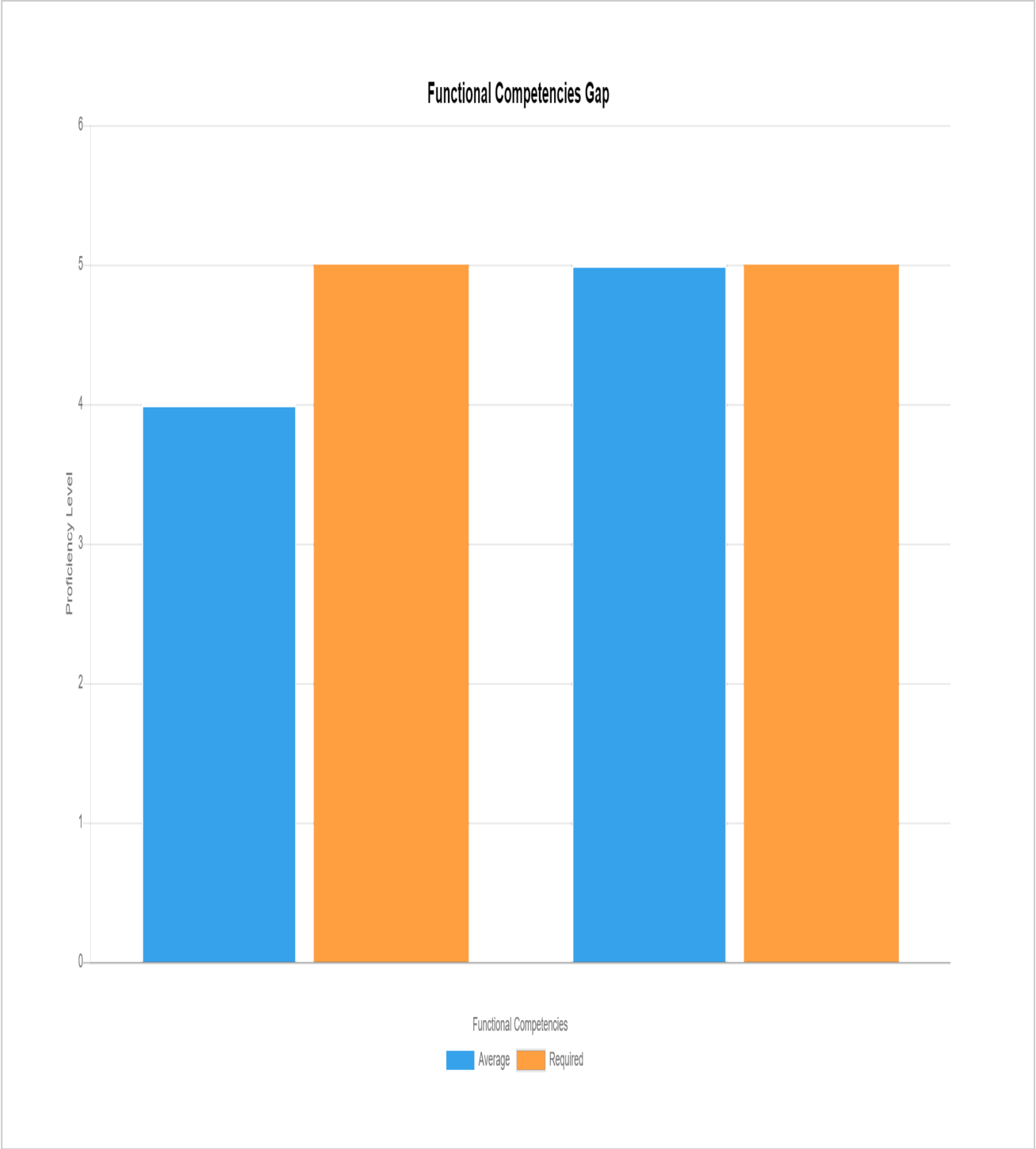
**COMPETENCY GAP ANALYSIS (TABLE AND GRAPH)**

FUNCTIONAL COMPETENCIES

Tabular Representation

Competencies	Average	Required	Gap
Security	4.0	5.0	YES
Doubling Skill	5.0	5.0	NO

Graphical Representation

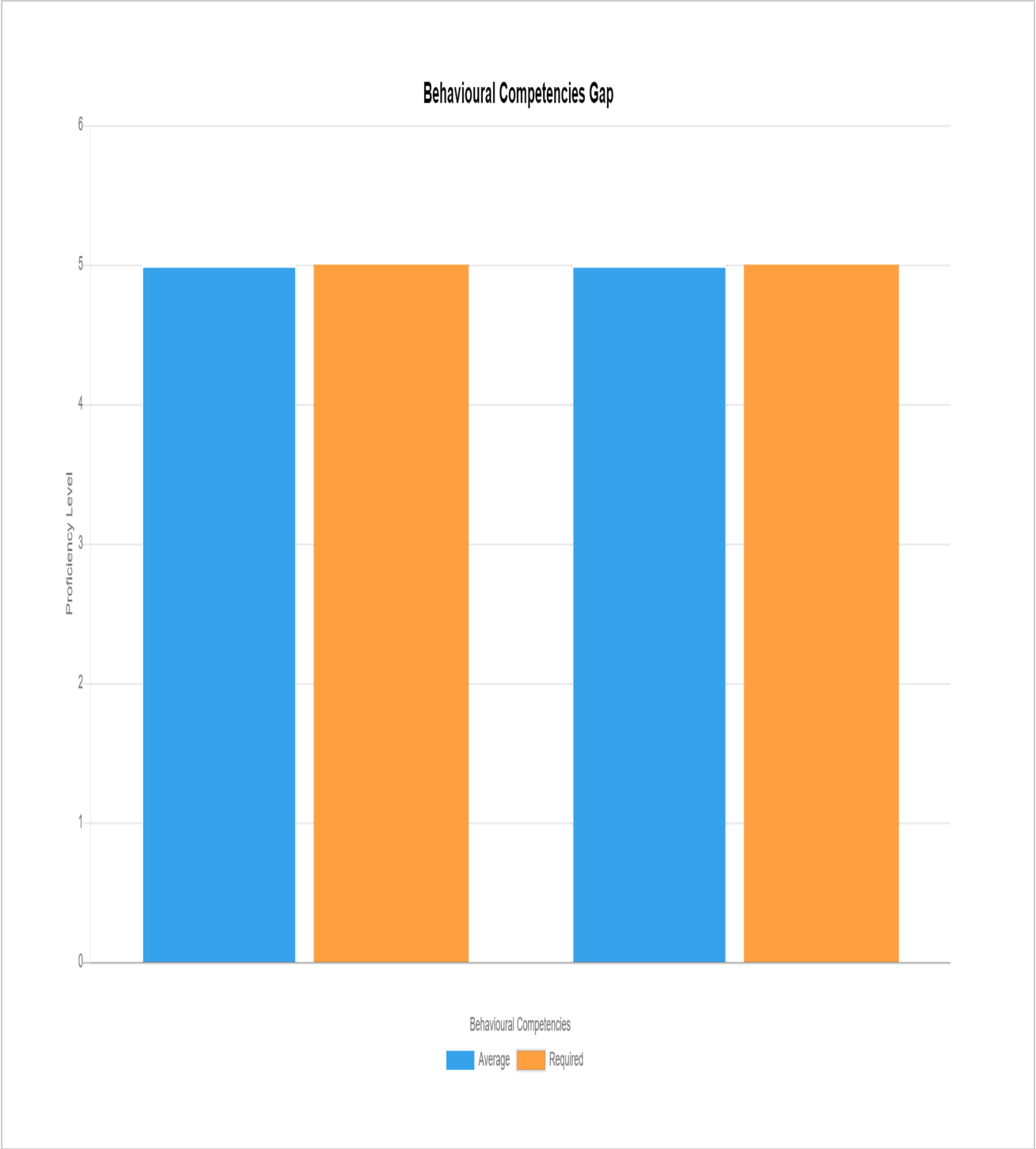


BEHAVIOURAL COMPETENCIES

Tabular Representation

Competencies	Average	Required	Gap
Risk Control	5.0	5.0	NO
Event Management	5.0	5.0	NO

Graphical Representation

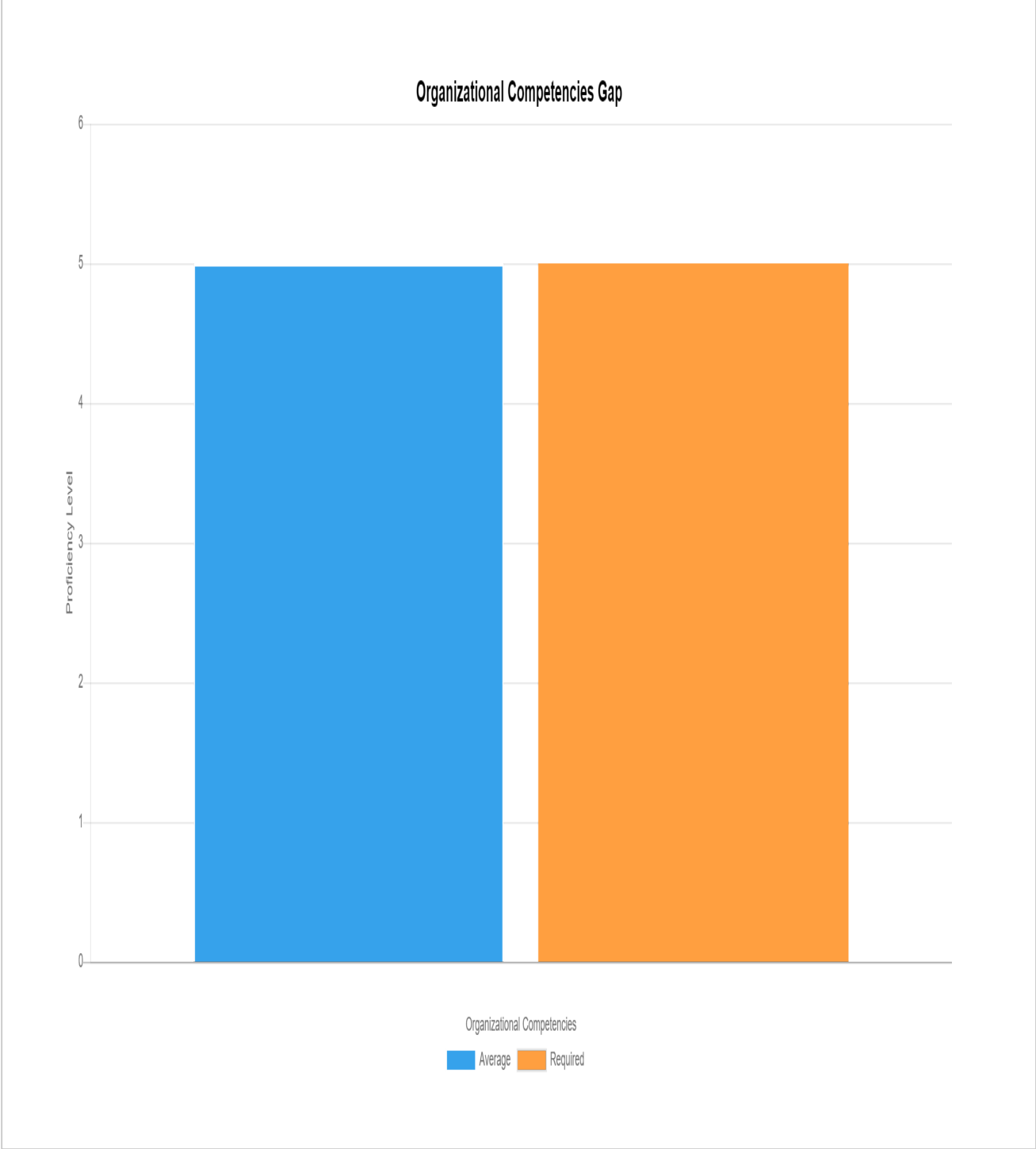


ORGANISATIONAL COMPETENCIES

Tabular Representation

Competencies	Average	Required	Gap
Organizing skills	5.0	5.0	NO

Graphical Representation

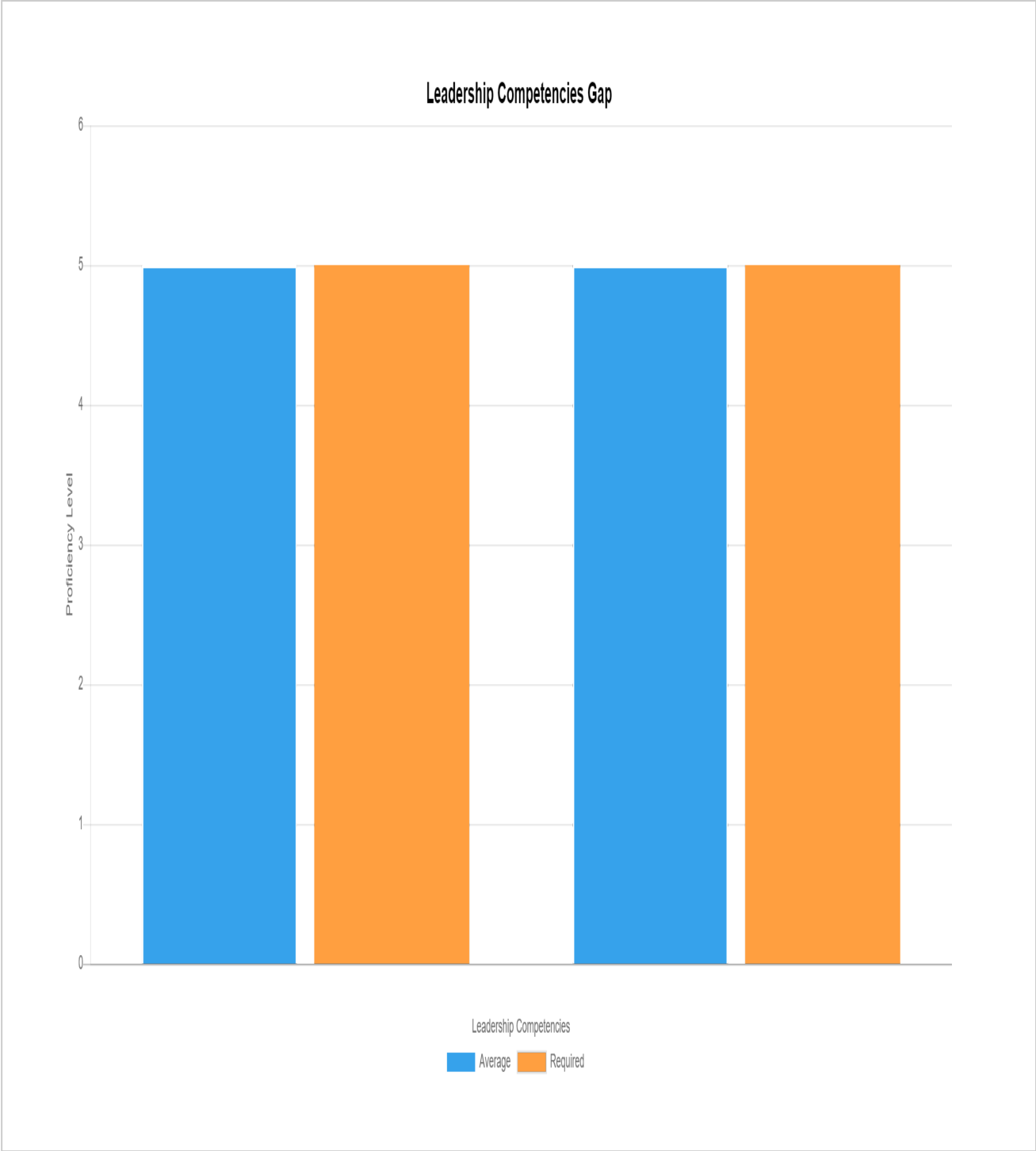


LEADERSHIP COMPETENCIES

Tabular Representation

Competencies	Average	Required	Gap
Auditing	5.0	5.0	NO
Leadership quality	5.0	5.0	NO

Graphical Representation



**TREND ANALYSIS OF COMPETENCIES ON CURRENT ROLE (LINE GRAPH)**

## DEVELOPMENT PLANNING AND INTERVENTION TO CLOSE GAPS

Providing the right set of interventions to close observed gaps would require a combination of on-the-job (coaching, mentoring, etc.) and off-the-job training (e-learning, classroom, job rotation and transfers, etc.). These would also entail active interest of Lisa Bee in personal improvement and continuous capacity development in the Human Resources Department.

### FUNCTIONAL COMPETENCIES

Competencies	Average	Required	Suggested Interventions
Security	4.0	5.0	-

### BEHAVIOURAL COMPETENCIES

Competencies	Average	Required	Suggested Interventions
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### ORGANISATIONAL COMPETENCIES

Competencies	Average	Required	Suggested Interventions
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### LEADERSHIP COMPETENCIES

Competencies	Average	Required	Suggested Interventions
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## LEARNING AND DEVELOPMENT PROGRAMMES ATTENDED

Lisa Bee has undergone or attended the following learning and development programmes:

Learning and Development Programmes	Month	Year	Type	Organised By
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## JOB HISTORY

Employer	From	To	Duration
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Please note



The information in this report provides a general guide to improving the functional, behavioural and professional (organisational) competencies of Lisa Bee. It is designed as a support tool to the capacity development plans and strategies of the Bank. It should, therefore, not be construed as another performance appraisal tool but as an input to the annual learning and development programmes, which can also be used to measure the effectiveness of learning interventions on a periodic basis. We advise that the exercise be carried out on a periodic basis to monitor improvement in Lisa's competence to perform on the job

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