

Competency assessment



Find your Strengths

Competency assessment



How we understand competency assessment

A person's own understanding and formulation of experiences, results and feedback from others.

A person's subjective perception of his/her own capability will, combined with personal expectations and personal goals, affect the career choices, the person will make.

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Competency spotting – Exercise 1

Think of the 3-5 most important experiences/ situations that you are proud of – in relation to job experience, education or spare time

- 1
- 2
- 3
- 4
- 5

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Competency spotting – Exercise 2

Groups of 4

Focus person: tells a success story from your professional life
Interviewer: asks questions to spot the competencies of the focus person
Spotters: write the competencies they spot on Post-it-notes

You take turns 7 min. each person (including feedback)



Helping questions:

- What did you do that worked so well?
- Which effect did it have?
- Which competences did you use?
- What did others do?
- What was different from usual?
- What made it a particularly good experience for you?
- What do you see as your strongest professional competencies?
- What would you like your colleagues to say that you are good at?

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Professional vs. personal competencies

Professional Competencies:- Practical unfolding of qualifications:

- Develops and handles new work methods
- Uses and applies new techniques
- Can work independently
- Knows project management
- Can analyse large amounts of data
- Will find new knowledge
- Has a large technical understanding

Personal Competencies - Personal strengths, abilities, and qualities

- tolerant, ambitious, thorough, serviceminded, qualityminded, humorous, responsible, flexible, confident, creative, welcoming, independent, open etc.etc.

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Competency spotting – Exercise 3

Spot your own competencies

Part A:

- Make a list of things you do in your daily work.
- Translate this into professional competencies

Part B:

- think about who you are in a professional and private context and choose the words that describe you the best.

Part C: go through the checklists above and take it serious!

What to consider:

1. Where are you now?

- What do you have to offer?
- What are your skills?
- What are your values?
- How do you like to work?
- What are your personal competences?

2. What do you want?

- What do you want to work with?
- What kind of work do you enjoy in both current and past jobs?
- Which tasks and skills would you like to use in the future?
- What job matches your personality?
- Other considerations

Statements - Phd jobs

What can you offer with a PhD in your luggage?

"The core competence is related to familiarize with and review a new area, and perform initial interviews with key stakeholders in order to obtain an overall understanding of the key areas of importance within this area. This has proved a great benefit in respect to my current job, and is a skill I often see my colleagues lacking."

"I offer my subject knowledge in order to ask questions and see connections + creating an overview between theories and praxis."

"As a kvalitative researcher I am good at creating trustful relations to others."

Questions & contacts



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