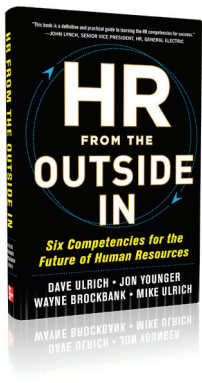


HR

FROM THE
OUTSIDE
IN



TOOL 9.2



HRCS Competency Self-Assessment

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[9.2] HRCS COMPETENCY: 360 ASSESSMENT

Directions:

The items below provide a brief self-assessment version of the feedback survey that the authors have created, based on the results of the 2012 HRCS global HR competency research. A full version of the HRCS feedback survey is available through the RBL Group as either a self-assessment, a 180-degree feedback survey (manager and self), or a 360 degree feedback survey (manager, self, HR colleagues or reports, line management colleagues or other stakeholders).

There are two ratings you are asked to provide. The first is your assessment of your current competence in this factor. The second is the importance of your improvement of this competency. Remember to answer as candidly as possible. Both ratings are 1 - 5, where 1 = low, and 5 = high.

Credible Activist	My Current Competence	Importance of Improving My Competence
Earning trust through results	1 2 3 4 5	1 2 3 4 5
Influencing and relating to others	1 2 3 4 5	1 2 3 4 5
Improves through self-awareness	1 2 3 4 5	1 2 3 4 5
Shaping your profession	1 2 3 4 5	1 2 3 4 5

Capability Builder	My Current Competence	Importance of Improving My Competence
Auditing organizational capability	1 2 3 4 5	1 2 3 4 5
Aligning strategy, capability, and employee behavior	1 2 3 4 5	1 2 3 4 5
Creating a positive, meaningful work environment	1 2 3 4 5	1 2 3 4 5

Technology Proponent	My Current Competence	Importance of Improving My Competence
Improving efficiency of HR systems through technology	1 2 3 4 5	1 2 3 4 5
Connecting each other through technology	1 2 3 4 5	1 2 3 4 5
Leveraging social media for business	1 2 3 4 5	1 2 3 4 5

Strategic Positioner	My Current Competence	Importance of Improving My Competence
Interpreting business context	1 2 3 4 5	1 2 3 4 5
Decoding customer expectations	1 2 3 4 5	1 2 3 4 5
Co-crafting a strategic response	1 2 3 4 5	1 2 3 4 5

HR Innovator & Integrator	My Current Competence	Importance of Improving My Competence
Ensuring today and tomorrow's talent	1 2 3 4 5	1 2 3 4 5
Developing talent	1 2 3 4 5	1 2 3 4 5
Shaping work and organization	1 2 3 4 5	1 2 3 4 5
Delivering performance management	1 2 3 4 5	1 2 3 4 5
Building leadership brand	1 2 3 4 5	1 2 3 4 5

Change Champion	My Current Competence	Importance of Improving My Competence
Initiating change	1 2 3 4 5	1 2 3 4 5
Sustaining change	1 2 3 4 5	1 2 3 4 5

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