

Talent Development Capability Model

Self-Assessment Benchmarks

Thousands of talent development professionals have used the self-assessment feature of ATD's Talent Development Capability Model to identify their knowledge and skill gaps against the new standard for what TD professionals need to know and do to be successful.


This gap analysis can help individuals and teams build personalized learning plans designed to deepen knowledge and expand skills. To provide individuals and teams with a benchmark of current reported proficiency, against this standard, ATD is providing this quarterly snapshot of aggregate data.


This includes all individuals—global ATD members and nonmembers—who have conducted the self-assessment embedded in the interactive Talent Development Capability Model.

Last updated: 6/30/2021 N = 10,529

 OVERALL PROFICIENCY SCORE: **50.0%**

PROFICIENCY SCORE BY DOMAIN OF PRACTICE:

 Building Personal Capability: **59.6%**

 Developing Professional Capability: **45.8%**

 Impacting Organizational Capability: **42.4%**

