

Using the Talent Development Capability Model to Develop Myself

TEMPLATES
& TOOLS



WHAT IS THE TALENT DEVELOPMENT CAPABILITY MODEL?

This model is a research-based framework designed to outline what talent development professionals need to know and do to be successful. ATD's research shows that successful talent development professionals need to blend knowledge and skills from three domains of practice to be most effective. The future of work will require talent development professionals to leverage interpersonal skills and professional expertise to work as business partners to help achieve organizational goals.

Self-Assessing in the Model

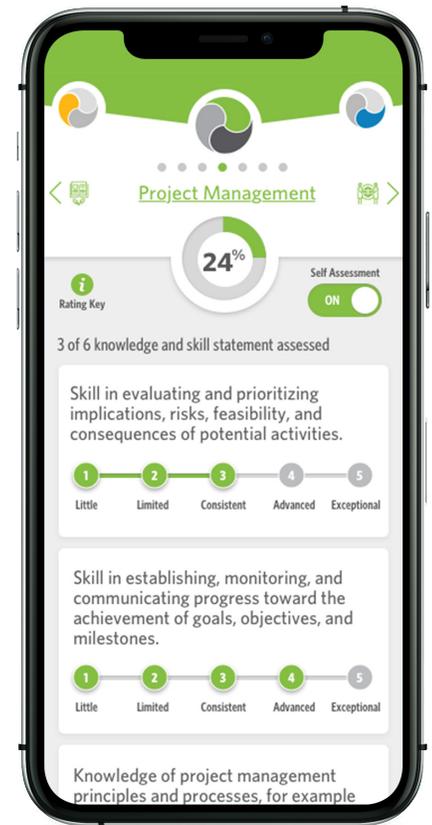
You can review each of the knowledge and skill statements within the model, rating your proficiency on a scale of one to five. These ratings will roll up into a score for each capability and each domain. This will help you identify and prioritize areas for further development.

How to Do the Self-Assessment

- Sign in to the interactive Capability Model using your td.org account.
- Click on each of the three domains of practice.
- Choose a capability to assess, working your way through each of the 23.
- Within each capability, review each knowledge and skill statement. Rate your current level of proficiency for each statement. Refer to the "rating key" to guide your selection.
- Rate each statement within all of the capabilities. If you have little exposure to something, rate yourself a one.

How Do I Rate Myself?

- 1 Exploring**
I have had no exposure to this concept, or I have little knowledge or skill in this area.
- 2 Informed**
I only have general, conceptual knowledge or awareness of this concept, or I have a limited ability to perform this skill. I need reference materials to complete tasks related to this concept.
- 3 Capable**
I am able to apply my knowledge of this concept in my work, or I can consistently perform this skill with minimal guidance.
- 4 Advanced**
I am able to apply in-depth knowledge of this concept, or I use my experience in this skill to lead or coach others in performing it.
- 5 Expert**
I provide expert advice and make sound judgments using my knowledge of this concept, or I provide consultation and leadership to others using this skill. I can foster greater understanding of this concept among colleagues and stakeholders.



The interactive Talent Development Capability Model works on all your devices, from a phone, to a tablet, to a desktop or laptop.

Learn more at
td.org/CapabilityModel

atd

Using the Talent Development Capability Model to Develop Myself (Continued)

WHAT MY SCORES MEAN

Your proficiency scores for each capability area will give you a sense of what level of knowledge or skills gap you may have in a particular area. These individual capability scores roll up in to scores across the three domains of practice and will show where your strengths and areas of development are across the talent development skill set.

It is important to remember that many jobs may only be emphasized in some parts of the model. Because the model can be personalized, you can determine which areas are best to focus on for your professional development.

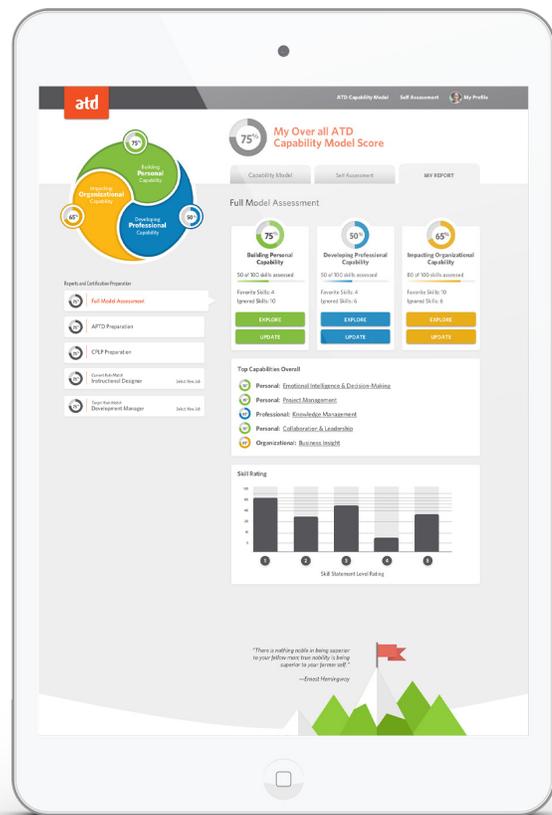
Lower scores in a domain, capability, or statement indicate a topic where you have the opportunity for growth.

Identify Areas for Improvement

Look at the capability proficiency scores for those capabilities most relevant to your current role or the role you would like to have. Anywhere you see a lower score could be an area for improvement.

Each time you identify an area for improvement, look for resources to help you develop. These can be found at the capability, statement, and proficiency levels, depending on the particular topic.

Key resources will be linked directly in the app, but you can find even more resources by visiting the ATD website.



RESOURCE TYPES

Articles: from *TD* magazine

Blogs: written by TD experts

Courses: ATD Education courses (face-to-face, online, and On Demand)

Performance Resources: Tools, templates, and *TD at Work* guides

Publications: For purchase books by subject matter experts and research reports with the latest insights and analysis

Video: ATD-produced content on thousands of topics