

WHAT IS THE TALENT DEVELOPMENT 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 into 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 capabilities.
- 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?

Level 1: Little or No Proficiency

Little or no exposure to a concept. May have general awareness of topic but are unable to perform related tasks.

Level 2: Limited Proficiency

You understand and can discuss terminology, concepts, and issues related to this statement. You use resource/reference materials to complete tasks related to this statement.

Level 3: Consistent Proficiency

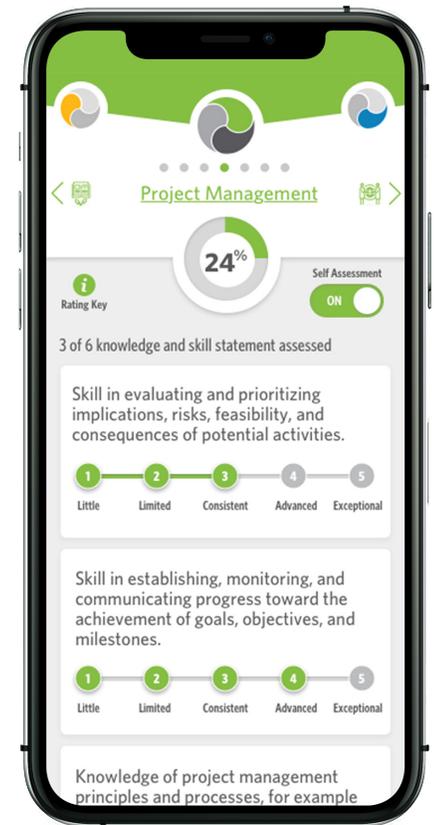
You have applied this statement to situations occasionally while needing minimal guidance to successfully perform tasks. You can understand and discuss the implications of changes in process related to this statement.

Level 4: Advanced Proficiency

You are capable of coaching others in the application of this statement by explaining related nuances. You assist in the development of reference or resource materials associated with this statement.

Level 5: Exceptional Proficiency

You have demonstrated consistent excellence in applying this statement across multiple projects or organizations. You can explain this statement to foster greater understanding of this statement among colleagues and external stakeholders.



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

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 to scores across the three domains of practice and will generally show where your strengths and areas of development are across the talent development skill set.

It is important to remember that many jobs may have an emphasis in only 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.

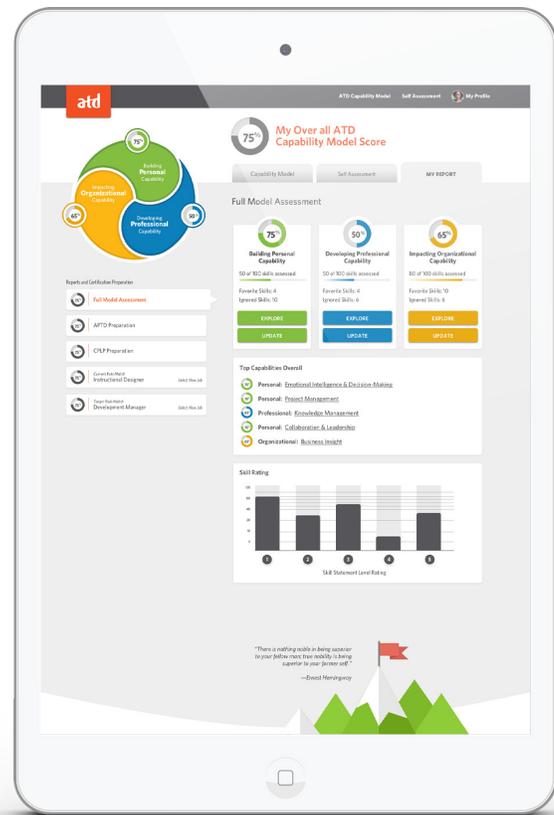
Lower scores in a Domain, Capability, or Statement indicate a topic where you have the opportunity for growth.

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 tapping through to the ATD website.



RESOURCE TYPES

Articles: TD magazine and insights from experts.

Books: For purchase by talent development authors and subject matter experts.

Courses: ATD Education courses (face-to-face, online, and on demand).

Events: Conferences for education and networking.

Research Reports: Latest insights and analysis.

Videos: ATD videos on thousands of topics.

Webcasts: One hour webcasts on hundreds of topics.