Scale of Competency

5. Master

Description: Recognized as an expert with comprehensive knowledge and insight. Innovates and drives strategic improvements, providing vision and guidance in the field.

Skills: Expert in nuances and best practices, develops new techniques, guides and inspires others, and influences broader strategies in the area.

4. Advanced

Description: Demonstrates a high level of skill and a deep understanding of the area. Acts as a resource to others and can manage complex situations with minimal oversight.

Skills: Consistently effective, mentors others, leads projects, solves unique or complex problems independently.

3. Competent

Description: Has a solid understanding and can handle most tasks independently. Shows the ability to problem solve and make informed decisions without constant supervision.

Skills: Fully capable with standard work, demonstrates initiative, manages complexity, and provides reliable outcomes.

2. Intermediate

Description: Has foundational knowledge and can carry out more tasks independently. Still needs some support, especially for complex issues, but is gaining confidence and efficiency.

Skills: Proficient in basic tasks, can troubleshoot common issues, starts contributing ideas and improvements with guidance.

1. Beginner

Description: Has minimal knowledge or experience in the area. Needs close guidance and relies heavily on instructions. Focuses on understanding basic concepts and simple tasks.

Skills: Basic understanding, can perform routine tasks under supervision, requires continuous feedback.

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2. Bloom, B. S. (1956). *Taxonomy of Educational Objectives: The Classification of Educational Goals*.
3. Benner, P. (1984). *From Novice to Expert: Excellence and Power in Clinical Nursing Practice*.
4. SHRM. (2014). *SHRM Competency Model*.
5. Anderson, L. W., & Krathwohl, D. R. (2001). *A Taxonomy for Learning, Teaching, and Assessing: A Revision of Bloom's Taxonomy of Educational Objectives*.