



# HALO FEEDBACK COMPETENCY FRAMEWORK

Competency frameworks sit at the heart of an effective talent and HR system. They represent the criteria that is used to select, develop, and manage individuals throughout the organisation. A well-defined competency framework that is aligned to the strategic and cultural priorities of the organisation, is the blueprint for individual and organisational success.

Halo Feedback has worked with experts in the talent and leadership field to create a simple competency framework that can fast track your feedback and assessment efforts.

The sample competency framework provides common behavioural competencies across four key domains. For each competency there are five key behaviours that can be used as the foundation of a feedback survey or competency assessment.

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## Leading the Business

- Judgement and Decision Making
- Future Orientation
- Business and Market Awareness
- Customer Focus (Internal/External)
- Leading Change and Transformation
- Digital Acumen
- Global Acumen
- Fostering Innovation
- Planning and Organising
- Entrepreneurial

## Working with Others

- Communication
- Influencing
- Emotional Intelligence
- Collaboration
- Building and Maintaining Networks
- Teamwork

## Leading Others

- Coaching and Developing
- Empowerment and Delegation
- Inspiring Team Effectiveness
- Fostering Diversity and Inclusion
- Maximising Performance
- Building Organisational Talent

## Personal Leadership

- Resilience
- Personal Growth and Insight
- Personal Drive
- Receptivity to Change
- Accountability and Ownership

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Halo Feedback has partnerships with local experts and leading global consulting firms who can also help you to create your survey or build your whole competency framework. To access further information and expert advice on your competency needs, contact Halo Feedback at [info@halo-feedback.com](mailto:info@halo-feedback.com).

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