



The CLARITYscope® - Assessing Managerial Competencies

This illuminating exercise asks you to consider generic managerial competencies and reflect on how proficient you are in each at the present time. This is useful for identifying strengths and development needs. Competencies are unique combinations of knowledge, skill and attitude that are essential for your work. Together with your personal style and motivation, they contribute to your success.

Steps:

1. Look at the **CLARITYscope®** overleaf. Each segment is labeled to represent a different managerial competency:

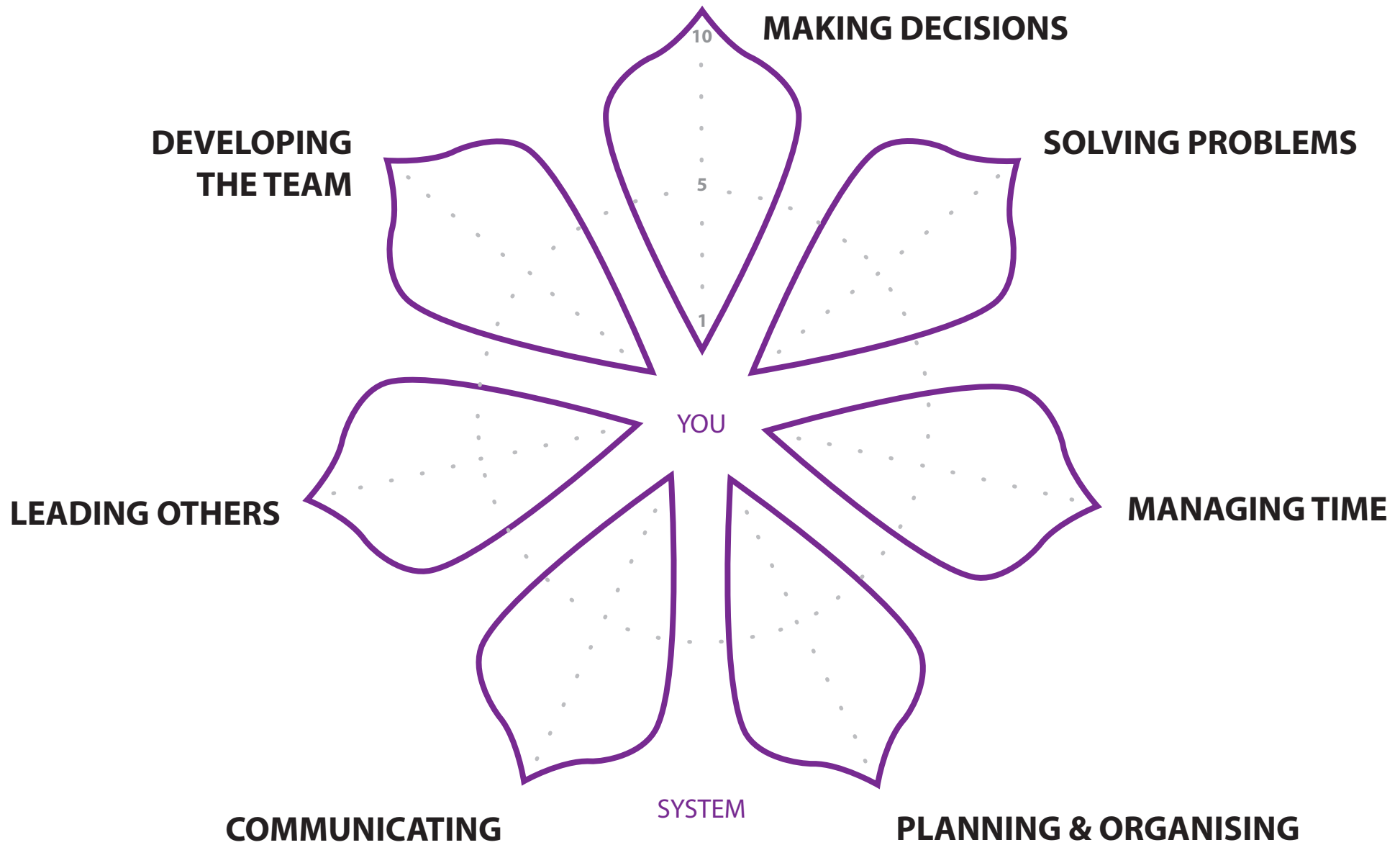
Managerial Competencies

- **Making Decisions** – creating and selecting options
 - **Solving Problems** – identifying causes and creating solutions
 - **Managing Time** – maximising time and energy
 - **Planning & Organising** – managing projects and processes
 - **Communicating** – questioning, listening and communicating
 - **Leading Others** – influencing for effectiveness
 - **Developing the Team** – growing others through their work
2. Consider each segment. If any competency is not important for effectiveness in your job right now ignore and/or replace it.
 3. Rate your current level of proficiency in each of the areas. Use the scale of 1 to 10, 1 (towards the centre) being the lowest and 10 the highest level of proficiency. Place marks on each relevant segment of the Scope, and connect the marks with a line. Lightly shade in the areas inside of the line, towards the centre.
 4. Step back a little and look at the shape of the Scope. Where the lines are closer to the centre this represents a competency you need to develop. Where the lines are closer to the outside of the symbol these are your strengths. Acknowledge these! Are you using them sufficiently?
 5. Explore the areas that fall short of where you need to be. What can you do to develop in these areas?
 6. Where can you start?
 7. Leave this to incubate for a while.

*We will discuss how you worked with the **CLARITYscope®**, the strengths and learning needs that emerged, and a development plan during coaching.*

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CLARITYscope