

UCF Development Action Planner Report

Report Fact Sheet

Overview

The UCF Development Action Planner report builds a profile of an individual's personal style in a work environment. The report uses the Universal Competency Framework (UCF) to provide an accurate measure of an individual's strengths and weaknesses as they relate to their potential performance at work. It also provides the individual and their line manager with development tips in those areas where there is opportunity for improvements.

Job Family/Title

All

Applications and Benefits

This report is ideal for most professional level jobs where the use of the OPQ32 is appropriate. The information contained within the report should be seen as a starting point for discussing an individual's development plan in the context of their current role or future career potential.

Use the UCF Development Action Planner report to:

- On board new candidates by sharing their strengths and areas of development with them soon after they join your organisation
 - Develop existing staff with a simple, cost-effective development tool
 - Identify the key competency gaps in your staff
 - Encourage employees to take control of their own development
 - Expand the use of the UCF into the development processes in your business
 - Link to the UCF based recruitment reports ensuring continuity in your HR processes and maximising the value of the use of the OPQ32 and Verify assessment results
 - Provide managers or HR with a powerful new talent management tool
 - Support your line managers in coaching situations by giving them an easy to use tool with suggestions for how to strengthen weaker areas in an employee's profile
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Knowledge, Skills, Abilities and Competencies Measured

The report is designed to support both on-boarding of new staff and development of existing staff. It gives both a graphical overview of the person's UCF competency profile and detailed narrative descriptions of their behavioural style and aptitude supporting each competency. It includes relevant competency based development actions to address any areas of limitations specific to an individual's needs. The competencies are based on personal style measured by the OPQ32 behavioural questionnaire and, optionally, for improved predictive power by a number of Verify Ability tests.
