

# 16PF<sup>®</sup> Job Profiling Kit

## Streamline Your 16PF Competency Reports

The 16PF Job Profiling Kit helps you create a focused Competency Model for any job role. The model can then be used with our online **Competency Selector** on NetAssess<sup>®</sup> International to generate streamlined 16PF Competency Reports – at no extra cost – for each of your roles.

## The Ideal Competency Model



When the correct competencies are established for a given role, recruitment decisions are more likely to be based on well-founded, clear information.

The 16PF Competency Framework is based on empirical research evidence, combined with expert judgment from many years of experience in the field. Comprised of 20 competencies, the framework is easy to map to other competency models as it covers the full range of competencies that appear in most commonly-used models. It is written in simple business language making it instantly useable by both business managers and trained HR professionals.

## A Simple Process

The 16PF Job Profiling Kit takes a simple, step-by-step approach to identify the appropriate competencies for a particular role. The kit consists of:

- 20 Competency Cards – features detailed descriptions of what each competency measures
- 6 Criticality Cards - helps you define how critical each competency is to the role being defined
- 5 Frequency Cards – helps you define how regularly each competency will need to be demonstrated for a person to be successful in the role
- Instructions for Use – explains how the job role definition process works so you are able to get the maximum benefit from the materials.

Once you have slotted each competency into the applicable Frequency and then Criticality areas, you can easily identify the 6 to 8 relevant competencies for your role.

The next step is to use the Competency Selector within NetAssess International to choose those 6 to 8 competencies for your 16PF Competency Report, providing you with a highly-informative report that is tailored to your job at no extra cost to you.

The 16PF Job Profiling Kit, in conjunction with the 16PF Competency Report, provides everything you need to make clear, informed decisions about candidates for your job roles.



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