What is competency assessment?

DEFINITION

A competency assessment is **an evaluation of an individual's skills, experience, and specific competencies** against job requirements and duties.

The aim of a competency assessment is to **determine** whether the individual matches the job requirements and can perform well in the role.

EXAMPLES

A competency assessment can take many forms:

- A test-based assessment that evaluates technical and soft skills
- A competency-based interview
- A homework assignment or case study
- Portfolio-based assessment
- Assessment centres or test days

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