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Common competencies - relate to certain jobs. For example, in management roles common competencies may include strategic awareness, leading a team and managing team performance. Technical or job specific competencies - apply to certain roles or a 'job-family' or 'job function' within the organisation. They outline any technical expertise required and assess the depth and breadth of that skill and knowledge.

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3.0 out of 5 stars Classic in the History of Competency Modeling. Reviewed in the United States on February 26, 2009. This early work on competency modeling describes the McClelland/McBer job competence assessment (JCA) methodology that heavily influenced much of subsequent practice. Readers of Lyle and Signe Spencer's book will gain an historical perspective on current competency work in human capital and organizational psychology.

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