



## IT OCCUPATION

Thank you for filling out your Changing Perspectives self-assessment. The following table outlines your scores across the six competency areas and your individual proficiencies. The recommended proficiency is the recommended level for the position based on primary and secondary research.

Your results will also show the criticality ratings for each competency. This describes the relative value or importance of each competency as identified by employers, HR professionals, and subject matter experts. Typically, the size of the organization, business or industry type, the specific skill and demand gap, etc. may influence the value/importance of each competency identified. The criticality rating may be based on the need and requirement for the specific job in question. Not Applicable means that a particular competency is not currently necessary for an individual to perform their job effectively. Desirable means that a particular competency would be beneficial, but not essential, for an individual to perform their job effectively. Essential means that a particular competency is necessary for an individual to perform their job effectively.

COMPETENCY	Your Proficiency	Recommended Proficiency	Criticality Rating
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