

Competent Knowledge

RC is able to successfully complete tasks in this competency as requested. Help from a supervisor may be required from time to time, but RC can usually perform the skill independently.

- Focus is on applying and enhancing knowledge or skill;
- RC has applied this competency to situations occasionally while needing minimal guidance to perform successfully;
- RC understands and can discuss the application and implications of changes to processes, policies, and procedures in this area.

Proficient Knowledge

RC can perform the actions associated with this skill without assistance. RC is recognized within the organization as "a person to ask" when difficult questions arise regarding this skill.

- Focus is on broad organizational/professional issues;
- RC has consistently provided practical/relevant ideas and perspectives on process or practice improvements which may easily be implemented;
- RC is capable of coaching others in the application of this competency by translating complex nuances relating to this competency into easy to understand terms;
- RC participates in senior level discussions regarding this competency;
- RC assists in the development of reference and resource materials in this competency.