

TALENT TOOLS



4C MODEL

SOFTWARE
Develop

HARDWARE
Select

Communication <i>Key Skills/Behaviors</i>	Competency <i>Role Behaviors and Capabilities</i>
Character <i>Indicators</i>	Capacity <i>Indicators</i>

<ul style="list-style-type: none"><input type="checkbox"/> Proactively builds relationships with all key constituents<input type="checkbox"/> Energizes and inspires greater effort<input type="checkbox"/> Articulates messages clearly and concisely<input type="checkbox"/> Actively listens and responds effectively<input type="checkbox"/> Appropriately conveys compassion and sensitivity<input type="checkbox"/> Is an effective ambassador for the company<input type="checkbox"/> Is accessible<input type="checkbox"/> Is credible	<ul style="list-style-type: none"><input type="checkbox"/><input type="checkbox"/><input type="checkbox"/><input type="checkbox"/><input type="checkbox"/><input type="checkbox"/><input type="checkbox"/><input type="checkbox"/><input type="checkbox"/>
<ul style="list-style-type: none"><input type="checkbox"/> Takes personal accountability – owns failures & shares successes<input type="checkbox"/> Overcomes obstacles and persists to get the job done.<input type="checkbox"/> Encourages, and responds well to, feedback<input type="checkbox"/> Puts the needs of the Association above their own<input type="checkbox"/> Delivers on commitments<input type="checkbox"/> Has integrity – lives the values they espouse<input type="checkbox"/> Operates in a fair and supportive manner<input type="checkbox"/> Is a stable influence in times of stress.	<ul style="list-style-type: none"><input type="checkbox"/> Provides greater insight and thought leadership to a group<input type="checkbox"/> Provides alternative and unique insights<input type="checkbox"/> Sees patterns and opportunities<input type="checkbox"/> Is self aware, knows their strengths and gaps<input type="checkbox"/> Effectively manages complex problems and opportunities<input type="checkbox"/> Their decisions and actions convey good judgment

DEVELOPING ROLE BASED COMPETENCIES

What are the leadership capabilities required to execute current business?

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What are key market forces?

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What are the leadership capabilities required to execute future business?

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Competency
Role Behaviors and Capabilities

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-
-
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-
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-



IDENTIFYING KEY TALENT WORKSHEET



<p>Character <i>Is Trustworthy and Mature</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Takes personal accountability – owns failures & shares successes <input type="checkbox"/> Overcomes obstacles and persists to get the job done. <input type="checkbox"/> Encourages, and responds well to, feedback <input type="checkbox"/> Puts the needs of the Association above their own <input type="checkbox"/> Delivers on commitments <input type="checkbox"/> Has integrity – lives the values they espouse <input type="checkbox"/> Operates in a fair and supportive manner <input type="checkbox"/> Is a stable influence in times of stress. 	<p>Capacity <i>Applies Thought Leadership</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Provides greater insight and thought leadership to a group <input type="checkbox"/> Provides alternative and unique insights <input type="checkbox"/> Sees patterns and opportunities <input type="checkbox"/> Is self aware, knows their strengths and gaps <input type="checkbox"/> Effectively manages complex problems and opportunities <input type="checkbox"/> Their decisions and actions convey good judgment
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Assess Performance

Below Expectations	Meets Expectations	Exceeds Expectations
Does not consistently meet performance objectives	Consistently meets performance objectives	Consistently exceeds performance objectives

POTENTIAL

Next Level Within 3 Yrs.
Grow At Current Level

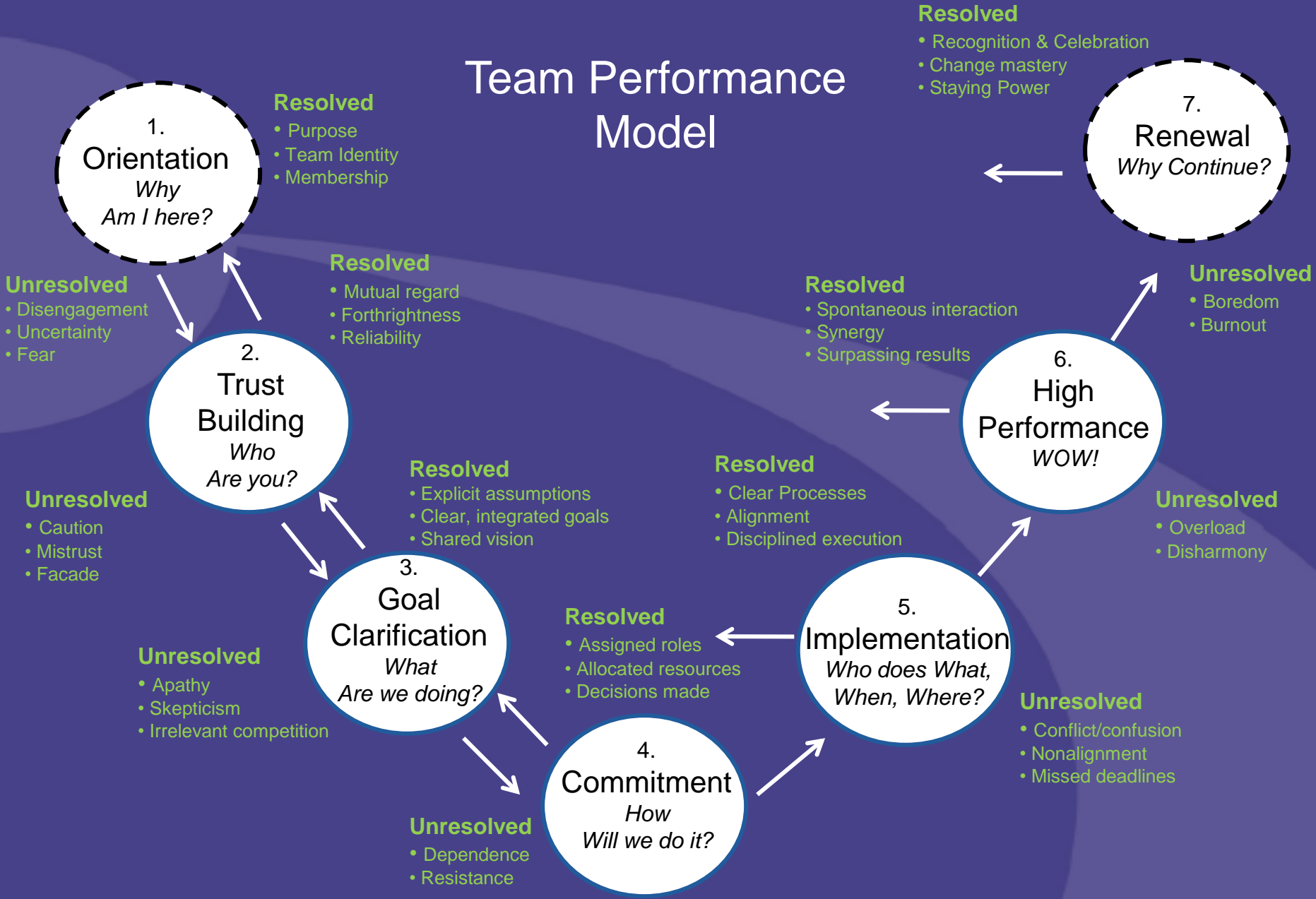
Needs Improvement

Solid

Role Model

PERFORMANCE

Team Performance Model



Creating

Sustaining

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THANK YOU.



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