SUCCESS PROFILES: NAVIGATOR®
VERSION 2.5

This document summarizes enhancements made in the 2.5 release of Success Profiles: Navigator.

ENHANCEMENTS

DDI COMPETENCY LIBRARY 3.0
We have updated our competencies to ensure they are relevant to current business issues, have improved measurability and contain contemporary language. The enhanced, comprehensive Competency Library 3.0, based on decades of research and experience will:

- Align your organization to your current business objectives—utilizing the latest DDI research, our competencies are configured to meet future needs and be quickly updated—organization wide—in response to sudden market shifts.
- Help to predict candidate performance (in new or expanded roles), serve as the basis for training and development, and manage performance and career succession—with consistency of expectation and result.

The new Competency Library 3.0 consists of:
- 114 competencies
- 4 motivational fit

What changes were made?
- 69 competencies edited
- 19 new competencies
- 10 competencies deleted or replaced
- 13 competencies deleted
- 26 competencies did not change

ADDITION OF SUCCESS ACCELERATORS
A new type of card, called Success Accelerators, has been added to each of the card sort decks. A Success Accelerator is a group of related individual styles and behavior patterns associated with personal effectiveness on the job for a particular job family (card deck).

UPDATES TO THE CARD SORT PROCESS
For those using Competency Library 3.0 (or a custom version of it), you’ll notice some differences in the Card Sort process.
Enhancements

- Updated List of Business Drivers and Roles with Enhanced Wiring. Based on research and user feedback, we’ve enhanced the list of Business Drivers and roles along with their respective wired competencies to yield more accurate tentative competency lists.

- After ranking the top Roles or Business Drivers, the Analyst asks the WCEs to review the Success Accelerator Cards (specific to each card deck). Each Success Accelerator Card is linked to a unique set of competencies that target individual styles and behavior patterns associated with personal effectiveness on the job (examples include Adaptability, Courage, and Initiating Action). These personal effectiveness competencies aren’t linked to the other Roles or Business Driver cards because they are more widely applicable to success regardless of specific job responsibilities or business challenges. Including Success Accelerators (up to 2 cards) ensures that the success profile is more balanced across all types of competencies.

- At the end of the card sort process, Analysts also ask WCEs to review Other Special Considerations competencies. These are competencies that are frequently relevant to the job family being analyzed but aren’t wired to specific Roles or Business Drivers. These competencies also aren’t wired to Roles or Business Drivers because they tend to be more widely applicable to success for that job family (examples include Communication, Emotional Intelligence Essentials, and Technology Savvy).

MAXIMUM NUMBER OF HIGH CARDS IN CARD SORT
Designating the maximum number of High cards allowed in the Card Sort is now done on the Create New Library page by the competency editor. Previously, the maximum number of High cards was designated by the System Administrator in the System Settings on the Job Analysis tab.

FINAL SUCCESS PROFILE REPORT
For those using Competency Library 3.0, you will notice a change in the Final Success Profile report. In the last section labeled Personal Attributes you’ll see that Motivational Fit, Job Fit,
Sales Job Fit, or Organization Fit are now the only information displayed in this section (if any were included in the analysis). Previously, there were also competencies, called Personal Competencies, displayed in this section.

In the new 3.0 Card Sort and in Competency Library 3.0, we’ve clarified the distinction between the Personal Attributes quadrant of the success profile and the Competencies. All behavioral competencies are now classified in the Competencies quadrant. The Personal Attributes quadrant of the success profile no longer includes any competencies but still includes Motivational Fit. Most of the Personal competencies from the 2.0 library are now categorized as competencies in the 3.0 library (for example, Adaptability, Initiating Action, and Driving for Results). However, there are some more dispositional 2.0 Personal competencies that were moved out of the 3.0 library entirely and are now categorized in the Personal Attributes quadrant of the Success Profile (for example, Leadership Disposition, Engagement Disposition, and Sales Disposition). These dispositions are not currently included in the 3.0 Competency Library, or SPN, but advice can be found in expert guidance regarding how to handle these and other Personal Attributes.

UPDATED SUCCESS PROFILE TOOLS
There are 2 new Success Profile tools available on the analyst home page, Competency 2.0 to 3.0 Comparison and NEW Related Competencies 3.0. Other tools on this page have been updated with Library 3.0 content.

TECHNICAL SUPPORT SERVICES
For help with this program, contact DDI’s Global Technical Support Services 24 hours a day:

- Toll-Free: 1-800-438-4525 (where available)
- Toll: 412-573-6314

If your technical problem or question does not require direct or immediate action, contact us by email at: techsupport@ddiworld.com

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