



The Leadership Architect Competency Sort Cards

Version 7.1a

Michael M. Lombardo, Robert W. Eichinger

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Competencies in the LEADERSHIP ARCHITECT® Suite provide a common language to help you identify the skills and behaviors needed to succeed. For many organizations, this affordable and easy-to-use card deck marks the beginning of a commitment to competency-based human resource processes. Building critical development skills The LEADERSHIP ARCHITECT® Sort Card Deck is made up of single cards devoted to each of 67 Leadership Architect® Competencies and 19 Career Stallers and Stoppers (the Competencies and Stallers and Stoppers are further grouped into 26 Clusters and 8 research-based Factors which are noted on each card) and 7 International Focus Areas. On the front side of each card is the competency definition (the "skilled" picture); on the back of each card are the "unskilled" and the "overused skill" (using a skill too much) definitions. The card decks can be used for: * Competency modeling * Conducting performance appraisals and initiating performance improvement programs * Gap analysis * Managing individual development and providing individual performance feedback * 360° evaluation * Evaluating a team * Assessing interview candidates and matching people to job requirements

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