

Competency Behavior Rating

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DM Configuration

Add below XML code for background element Competency Behavior Rating to Succession Data Model

```
<background-element id="sysScoreCardCompBehaviorPortlet" type-id="33">
<label>Competeny Behavior Breakdown Portlet</label>
</background-element>
```

Competency Behavior Setting

- Go to Admin Center -> Manage Competencies
- Open a Competency Libraries -> Open a Competencies ->Assigned to Behaviors

[Admin Center](#) > [Competency Libraries List](#) > [BPA Library](#) > [Decision makers in my company put the right people in the right roles](#)

Decision makers in my company put the right people in the right roles ID:47437, Last Modified: 2010-10-27 20:52:11.0

Locale	English (United States)	Description
Category	Capabilities	Type descriptions...
GUID	40318	
Status	Editable	
Core	<input type="radio"/> Yes <input checked="" type="radio"/> No	

Performance Details | Assigned to Job Roles | **Assigned to Behaviors** | Assigned to Proficiencies

Behaviors are demonstrated actions that illustrate the competency as a concrete way of showing proficiency. [More](#)

Behaviors	Language	Descriptions
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Form Template Configuration

In competency-sect, make sure competencies are specified. You have 3 ways

- **Hard Coded**

```

<fm-competency index="0" removable="false">
<fm-comp-id>47437</fm-comp-id>
<fm-comp-name><![CDATA[null]]></fm-comp-name>
<fm-comp-desc><![CDATA[null]]></fm-comp-desc>
<fm-comp-weight><![CDATA[0.0]]></fm-comp-weight>
</fm-competency>
<fm-competency index="6" removable="false">
<fm-comp-id>47438</fm-comp-id>
<fm-comp-name><![CDATA[null]]></fm-comp-name>
<fm-comp-desc><![CDATA[null]]></fm-comp-desc>
<fm-comp-weight><![CDATA[0.0]]></fm-comp-weight>
</fm-competency>

```

- **Populate from Job Code of form Subject**
use-jobcode="true"
- **Populate from core competencies**
use-core-comp="false"

Enable Competency Behavior in Form Template

use-behavior = "true"

behavior-rating-opt=2

Form Competency rating Creation

Performance Management

- Create form either via Admin Center->Launch Form or Performance Module (Note when you create form via Performance Module, please grant the form creation permission to form creator via Admin Center->Form Creation Permission)
- Open the form and rate the competency behaviors in Competency Section

Competency Item	Target Rating	Official Rating
10. Team members constructively and effectively work through areas of disagreement	-1.0%	0.0%
11. Team members listen carefully to other members of the team and utilize each others' suggestions and comments	-1.0%	0.0%
12. Ideas and input from all team members are encouraged and used in team decisions	-1.0%	0.0%

Processes and Form Setting

- Go to Admin Center -> Processes and Form

- Create or editing an existing processes to the select the form template

Process Name: Performance Management

Competency Ratings: ☐

Select Templates:

Available Templates

Forms:

- 001& ' / etc and u. a. a3
- 01 PMT-Rack Sales 60 Day Review Form
- 010_non_normalized_calculation
- 010_non_normalized_ococ
- 010_PMR_main
- 010_PMT_main
- 010_PMT_OCOC
- 010_PMT_PP
- 010_PMT_PP_OCOC
- 01_adjusted_ococ

Add>> <<Remove

Selected Templates

- 010_PMT_PP_OCOC_Summary

Succession Data:

Add>> <<Remove

- Competency Data
- Objective Data
- Potential Data
- Performance Data

Objective Plans:

- MLT Standard Goal Plan Template
- ENT14329 MLT auto population
- DefaultTemplate_Development Goals from RickyTofind Private
- Development Plan Plan State Test

Add>> <<Remove

- 2012 Objectives
- 2010 Objectives
- 2010 Objectives - Extended
- FY13 Corporate Objectives
- Vertex Goal Plan for 2008
- Quarter 1 (Jul-Sep) Goals FY 2014
- KRA Plan 2013-14
- 2012 PMP-EFA Targets
- KRA Plan 2013-14
- 2012 Objectives - PMT-7774

required

Configure People Profile Setting

Configure People Profile->General Setting Page, set Talent Date to show

- Set date range
- Select a process
- Set whether to show data in completed forms

Configure People Profile

English US (English US)

General Settings

Header Settings

Configure Header Fields

☐ Allow employees to upload background image

Manage background image library

☐ Allow employees to enter introductory text

☐ Show percent complete

Talent Data Settings

Include talent data within this date range

01/01/2010 to 06/02/2016

Include talent data from this process

Performance Management

☐ Include in-progress form

Performance Management Portlets

- Competency and...
 - Competencies
 - Competency - Behavior Breakdown
- History
 - History
 - Performance History
- Objective and His...
 - Objective Ratings
 - Place block here

Add a new section