Competency Behavior Rating

- DM Configuration
- Competency Behavior Setting
- Form Template Configuration
 - o <u>In competency-sect, make sure competencies are specified. You have 3 ways</u>
 - o Enable Competency Behavior in Form Template
- Form Competency rating Creation
 - o Performance Management
- Processes and Form Setting
- Configure People Profile Setting

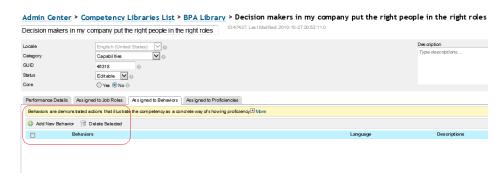
DM Configuration

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



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-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-weight></fm-comp-w
```

- **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

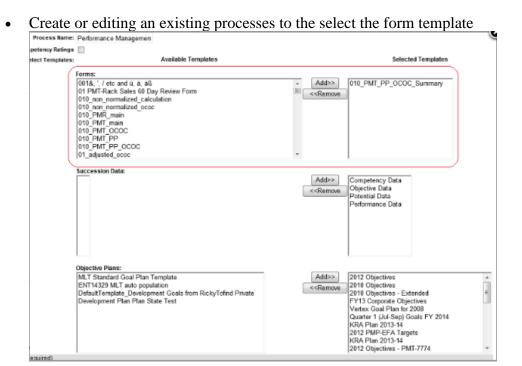
Performance Management

- 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



Processes and Form Setting

Go to Admin Center -> Processes and Form



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

