Lipscomb University’s Competency Assessment and Development Center

Powered by Polaris®
Lipscomb University is breaking new ground in competency assessment with the first fully-integrated, competency-based program in the country using the OSI Polaris Competency Model. As part of Lipscomb’s College of Professional Studies, CORE—our Customized, Outcome-based, Relevant Evaluation—is just one of many innovative programs that is addressing the way knowledge is assessed, improved and utilized.

Better understanding and leveraging your employees’ true competencies—the knowledge, skills and abilities they actually bring to the job—helps them attain even greater proficiency, and, ultimately, benefits everyone.

A competency is a specific set of behaviors associated with exceptional performance.

Through an in-depth assessment of each employee’s skills and abilities, badges are earned within these CORE categories:

- communication
- conceptual
- contextual
- interpersonal
- leadership
- management
- personal
Everyone brings different skills to job performance. We’ll show you what they are.

Competency-based assessment and learning provides an opportunity for attributes such as life and professional experiences, as well as personal and behavioral skills, to be evaluated for performance goals, or a variety of other initiatives, programs and outcomes.

For almost 35 years, the Polaris Competency Model has been used by 350 organizations—public, private and non-profit.

CORE measures 15 competencies on a badge system, which is based on a nationally respected and Fortune 500-proven competency performance model—the Polaris Competency Assessment System. Companies already utilizing this system include Nike, PetSmart, Disney, Mars and Wendy’s among many others. Through past performance, the Polaris Competency system has a proven track record of how competencies are best measured and what competencies will work to fulfill the needs of both companies and employees. We bring that proven performance to you in a concise, innovative program with the advantage of having the added educational experience of one of the South’s top private universities. Once employees are assessed, Lipscomb’s development program helps improve the competency areas that you decide are critical to achieving their career goals. All of the Polaris products through CORE are backed by rigorous statistical studies supporting their validity and psychometric soundness.

Polaris has proven compatible with many other competency systems and can enhance existing competency-based programs and systems within your organization.

- **Staff Selection and Placement** - provide a clear direction for interviewing selection practices, candidate evaluation and succession management.

- **Workforce Management and Development** - create development activities based on the skills and knowledge that will have an impact on job effectiveness, coaching, training and learning objectives.

- **Future Workforce Management** - go beyond current performance and see where potential lies for future development.

- **Performance Management Process** - create job models and clarify work expectations and measurement in an applicable format that communicates in a common language.
Our assessment center serves as the starting point for all CORE competency research and includes a panel of three behavioral assessors from different professional backgrounds who, based on rigorous exercises, analyze the competencies of participants in the program. The CORE program is more than a series of questions, though. Individuals are assessed against the competency model developed for their particular role (or a future role) to determine their strengths and development areas.

This process typically begins with a job analysis to define the requirements of a particular role in an organization. It then proceeds to a tailored construction stage where the standard CORE test modules are “shaped” to fit the organization’s needs. The shaping can include, for example:

- **Weighing and combining** the 41 facets of competence personality that the CORE systems can assess
- **Deciding** which skill areas to assess and how thoroughly each will be assessed
- **Defining** feedback dimensions and the nature of the feedback reports
- **Integrating** the testing and interview stages
- **Structuring** the administrative system (e.g., administration software) to the specific needs of the organization
- **Choosing** center activities such as simulations, leaderless group exercise, role playing, in-basket, work sample, testing (such as personality inventories) and interviews

Participants are assessed by at least 3 certified and objective behavioral assessors.

Through group activities, the program will rate individuals’ knowledge, skills and abilities based on the competency behaviors demonstrated.

Following their visit to the CORE Assessment Center, participants are given their competency strengths and weaknesses, and should be mapped against the expectations set for their roles within the organization to determine any skills gaps.

Follow-up discussion and education focus on how to bridge the gap to meet new levels of growth and expectations. The goal is to develop a long-term strategic plan that will ensure you have strength across all areas in your company.

Obviously not all competencies are relevant to all roles. We will work with you and your team as individuals and as a group, applying the best-suited competency assessments across all leadership, management and professional positions.
A key component of our CORE program is an e-credential recognition badge system that rates a participant’s level of competency in key areas. Each competency area carries its own badges and levels, with badges being earned as each higher level of competency is met. These electronic badges can be used not only within your company for succession planning, training programs, and development purposes, but are something employees keep and use throughout their careers.

Those who can benefit from earning these badges include:

- Graduating students who can use the designations on their resumes.
- Degree-seeking students who can earn credit for coursework by demonstrating competency.
- Individuals and groups of employees who want to advance within their own company.

Earning a badge isn’t just for scouts.
Build an educated work force with customizable competency-based degrees, certificates or badges.

Should your employees wish to take their development to earn a degree, the College of Professional Studies offers the credentials of a traditional degree program, balanced with nontraditional delivery. It’s a proactive initiative to meet the workforce needs of today and tomorrow.

Participants may earn significant college credit during their one-day assessment—reducing the cost and time needed to complete an accredited degree. We also offer competency development courses so your employees can improve in the areas that you determine are most important.
We’re confident in our ability to offer the right combination of tests and interview products focused on personality, attitudes and beliefs, and basic skills that will pinpoint areas of improvement within your company.

Let us present CORE—our Customized, Outcome-based, Relevant Evaluation—to you and your team. We will develop a customized assessment program specifically for you with an outline of costs based on several factors including number of employees, desired outcomes and future goals. Contact us for a meeting—at your place or ours—and give us the opportunity to introduce ourselves and listen to you.

Making your success possible.