Activity 2.1a  
**Competency Driver Mapping and Action Planning**

Map the levels of quality and effort being applied to Competency Drivers for a current program or innovation. This activity will help you with action planning as you zero in on Drivers that can benefit from more effort and/or attention.

**Instructions**

1. **Map your Competency Drivers with respect to effort and quality**
   - Review the material in Module 2. Then think about a current program or innovation in your organization.
   - Using the grid below map where you believe each Competency Driver (selection, training, coaching and performance assessment) stands in regard to level of effort applied and quality.

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Map your Competency Drivers  
(selection, training, coaching and performance assessment)

<table>
<thead>
<tr>
<th>Level of Effort</th>
<th>Quality</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
</tr>
<tr>
<td>Low</td>
<td></td>
</tr>
<tr>
<td>Medium</td>
<td></td>
</tr>
<tr>
<td>High</td>
<td></td>
</tr>
</tbody>
</table>
```

Example:  
If you believe your organization allocates a *high* amount of effort to performance assessment and quality is *medium*, then you would write performance assessment in the box with an asterisk.
2. Apply It Now

• Which Drivers can benefit from action plans (to address effort and quality)?

• What are some ways you can improve Competency Drivers effort and quality?