



THE COMPETENCE LEVERS

Mentor Discussion Agenda

RESOURCES

- The Meaningful Competence® Toolkit Training System
- The Competence Levers Worksheet

AGENDA

1. Discuss the following:
 - a. The definition of competence.
 - The consistent, efficient display of a valued contribution to an organization or a society.
 - b. The description of each leverage.
 - i. Clarity
 - Agreement on assignments, expectations, Value-Added Outputs, current status, and other decisions that define an employee's success.
 - ii. Motivation
 - The values, confidence, emotions, and beliefs that influence employees to start an activity, persist in the activity, and invest enough mental effort to succeed in the activity.
 - iii. Skills
 - The know-how and physical ability to carry out tasks that produce expected results, often within a given amount of time.
 - iv. Resources
 - The training, systems, tools, finances, job aids, information flow, supporting structure, and other elements that employees interact with to perform their job.
2. Review and Refine the Leverages.
 - a. Review and refine the leverages of Clarity, Motivation, and Skills based on the questions provided with the worksheet.
 - i. Ensure alignment between the opportunity statement and each leverage.
 - b. Brainstorm a list of resources.
 - i. Verify the alignment of Resources with the leverages of Clarity, Motivation, and Skills.
 - ii. Evaluate the likelihood of the organization providing or supporting the Resource.
3. Discuss the expected impact of the plan.
 - a. Refer back to the Relevant Business Results, Value-Added Outputs, and Opportunity Statement associated with this plan.
 - b. Discuss how the resources will lead to improvement of the Relevant Business Results and Value-Added Outputs and fulfill the opportunity.