# Success Profiles Overview – Accessible Version

## Why is it being introduced?

The Success Profile Framework is being introduced to attract and retain people of talent and experience from a range of sectors and all walks of life, in line with the commitment in the Civil Service Workforce Plan.

## What is new?

The Success Profile Framework moves recruitment away from using a purely competency based system of assessment. It introduces a more flexible framework which assesses candidates against a range of elements using a variety of selection methods. This will give the best possible chance of finding the right person for the job, driving up performance and improving diversity and inclusivity.

## What are the elements of the Success Profile?

* **Behaviours** - the actions and activities that people do which result in effective performance in a job.
* **Strengths** - the things we do regularly, do well and that motivate us.
* **Ability** - the aptitude or potential to perform to the required standard.
* **Experience** - the knowledge or mastery of an activity or subject gained through involvement in or exposure to it.
* **Technical** - the demonstration of specific professional skills, knowledge or qualifications.