

The SKATE-Model ®

Competences are a product of Skills, Knowledge, Ambition, Talent, Experience - S*K*A*T*E = Competence



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1 Find a competence in which you would like to develop further

2 Rate yourself according to the SKATE-board

3 Think about which of the skills have the most potential to develop your competence

4 Ask yourself whether you see your talent in this area and whether you can develop ambitions here

Which competences do you want to develop further?

Where is the most potential for this competence? At S, K, A, T, E?

Skills - How well are your practical skills in this area?

1 = I can do it under guidance,
2 = I can do it independently under similar conditions,
3 = I can do it under changing conditions,
4 = I can teach others

How can you develop the skills for this competence?

Knowledge - How strong is your expertise in this area?

1 = Basic knowledge,
2 = Contextual knowledge,
3 = Detailed knowledge,
4 = Subject systematic knowledge

How can you develop your knowledge of this competence?

Ambition - How much do you like doing that?

For 1 or 2: Why do you want or need to develop this competence?

At 3 or 4: Where can you use this competence particularly well?

Talent - How do you rate your talent?

1 = most are more talented than me in this area,
2 = mediocre,
3 = talented,
4 = more talented than most

For 1 or 2: Why do you want or need to develop this competence?

At 3 or 4: Where can you use this competence particularly well?

Experience - How much do you have?

1 = less than 1 year,
2 = more than 1 year,
3 = more than 3 years,
4 = more than 5 years working experience

What experience would particularly help you in this competence?

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