

# Human Performance Competency Model

# Competencies

Oscillation

Physical Performance

Emotional Performance

Mental Performance

Spiritual Performance

Personal Change Mastery

# Competencies and Skills

Competencies	Skills
Oscillation	<ul style="list-style-type: none"> <li>• Stress</li> <li>• Recovery</li> </ul>
Physical Performance	<ul style="list-style-type: none"> <li>• Sleep Planning</li> <li>• Sleep Practice</li> <li>• Food for Fuel – Supply &amp; Demand</li> <li>• Food for Fuel – Quality &amp; Quantity</li> <li>• Strategic Movement - Stretching, small and large movements</li> <li>• Strategic Exercise – Aerobic and resistance exercise</li> <li>• Strategic Intensity – Exercise in the uncomfortable zone</li> </ul>
Mental Performance	<ul style="list-style-type: none"> <li>• Mindfulness/Presence</li> <li>• Creativity Learning and Innovative Thinking</li> <li>• Focus/Acuity</li> </ul>
Emotional Performance	<ul style="list-style-type: none"> <li>• Self awareness</li> <li>• Social awareness</li> <li>• Self management</li> <li>• Relationship management</li> </ul>
Spiritual Performance	<ul style="list-style-type: none"> <li>• Purpose Identification</li> <li>• Character</li> </ul>
Personal Change Mastery	<ul style="list-style-type: none"> <li>• Purpose/Truth/Action Management</li> <li>• Cognitive Re-framing</li> <li>• Building Rituals</li> <li>• Best Self</li> </ul>

# Model Structure

<b>Competency Title</b>	<b>Oscillation</b>			
<b>Competency Definition</b>	The ability to summon stress for growth and voluntarily recover to return to a normal state of wellbeing to optimize performance			
<b>Proficiency Levels</b>		Learning	Applying	Leading
<b>Skills</b>	Stress	Understands that positive stress is required for growth and expansion of personal capacity	Applies knowledge of the 3 types of stress: Normal, Training and Excessive to enable personal growth	Seeks stress to intentionally grow energy capacity
<b>Behavioral Indicators</b>	Recovery	Understands that recovery is an intentional practice required to restore personal energy reserves	Applies knowledge of the 4 types of recovery: Active, Passive, Intentional, and Unintentional to oscillate from a state of stress	Trains for recovery methods that recovery in extreme moments of stress.



# Oscillation

The ability to summon stress for growth and voluntarily recover to return to state for optimal performance

Skill	Behavioral Indicators		
	Learning	Applying	Leading
Stress	Understands that positive stress is required for growth and expansion of personal capacity	Applies knowledge of the 3 types of stress: Normal, Training and Excessive to enable personal growth	Seeks stress to intentionally grow energy capacity
Recovery	Understands that recovery is an intentional practice required to restore personal energy reserves	Applies knowledge of the 4 types of recovery: Active, Passive, Intentional, and Unintentional to oscillate from a state of stress	Trains for recovery methods that recovery in extreme moments of stress.

# Physical Performance

The ability to harness physical energy to optimize performance

Physical Performance	Learning	Applying	Leading
Sleep - Planning	Understands sleep is a strategy to enable not only physical energy but also mental and emotional energy and for critical recovery of body and brain	Creates personalized sleep hygiene routine aligned with “Tips for Better Sleep”	Evolves personalized sleep hygiene routine to maximize sleep benefits
Sleep - Practice	Demonstrates willingness to practice better sleep by leveraging personalized sleep hygiene plan	Practices personalized sleep hygiene routine	Optimizes quality and quantity of sleep throughout all sleep stages to experiences benefits across all energy dimensions
Food for Fuel – Supply & Demand	Understands there are positive and negative impacts from nutrition on each energy dimension	Eats strategically leveraging “eat light/ eat often” eating pattern to match supply and demand. Knows how to bridge gap between meals with portion-appropriate snacks	Successfully balances supply and demand of nutrition by consistently achieving between a 2-4 on the “Hunger Scale”
Food for Fuel – Quality & Quantity	Acknowledges that selecting the right quality and quantity of nutrition can support sustainable energy	Tries mindful eating strategies like the 5 Handful Rule to create the right balance of nutrients from a variety of quality foods. Applies the 80/20 rule to balance “need” and “want” foods.	Listens to own body and proactively chooses high quality foods/nutrients in the right quantities to eat strategically
Strategic Movement - Stretching, small and large movements	Understand the value of intentional movement to increase and sustain physical energy levels throughout the day	Employs a range of strategic movement from stretching to small movements to large movements to stimulate energy production	Incorporates strategic movement proactively throughout every day. Encourages self and others to move every hour for at least 1-2 minutes to break-up prolonged periods of sitting.
Strategic Exercise – Aerobic and resistance exercise	Exhibits awareness of the importance of strategic exercise – from aerobic to resistance to flexibility – and its relationship to energy production	Recognizes that the single most important factor in any exercise program is Intensity and strives to achieve “discomfort” level on Zones of Intensity	Distinguishes between internal training for aerobic exercise and circuit training for resistance training and leverages both as part of strategic exercise routine
Strategic Intensity – Exercise in the uncomfortable zone			7

# Mental Performance

The skill to bring full awareness and attention to all situations to optimize performance.

Mental Performance	Learning	Applying	Leading
Mindfulness/Presence	Understands what it means to be present in the moment with no judgment or attachment	Takes time multiple times a day to practice being present with no judgment or attachment	Consistently being present to optimize mental energy
Creativity and Innovative Thinking	Understands how mental attention and awareness can support creativity and innovation	Leverages tools and techniques to create mental capacity for creativity and innovation	Connects across dimensions of energy (emotional, spiritual, mental) to optimize creativity and innovation in self and others
Focus (acuity)	Understands the importance of actively engaging on key issues while minimizing distractions	Engages in activities that minimize distractions and improve mental focus	Consistently applies techniques to maximize focus including in times of high mental demand and demonstrates mental endurance over time when necessary

# Emotional Performance

The skill to recognize and manage feelings and motivation in ourselves and our social connections for optimal performance.

Emotional Performance	Learning	Applying	Leading
Self Awareness	Recognizes the 4 emotional energy quadrants and understands the role that emotional energy plays in fueling performance	Identifies the emotional energy quadrant that they are personally occupying in the moment and determines whether it is serving them well	Anticipates triggers of negative emotional energy and has mastered management
Self Management	Realizes emotions largely rule our life and its important to understand if they are supporting our best self or sabotaging our best self	Makes a transition to the best quadrant by employing self-management techniques such as employing storytelling	Takes action to minimize triggers of negative energy before entering into a sub-optimal state
Social Awareness	Recognizes that personal emotional state impacts social relationships	Identifies personal emotional states and how they impact social interactions	Anticipates triggers of negative emotional energy for self and others
Social Relationship Management	Realizes the importance of emotional energy to social relationships	Uses own self-management techniques for emotional energy to impact social relationships	Improves social relationships by bringing positive emotional energy and educating others to do the same



# Spiritual Performance (Purpose)

The ability to define your Purpose to better align your energy

Purpose/Spiritual Performance	Learning	Applying	Leading
Purpose Identification	Exhibits ability to answer key questions that lead to discovery and articulation of Purpose (e.g. who/what matters most; how to define success; desired impact on others; etc.)	Demonstrates ability to link purpose to daily actions and choices. Develops the right stories and specific rituals to align with purpose.	Proactively and critically revisits purpose and truth (energy, daily choices and personal story) and makes adjustments as appropriate.
Character	Understand how times of difficulty and stress can compromise one's ability to act with integrity.	Engages techniques to live with integrity under conditions of difficulty and stress.	Anticipates difficult and stressful situations that can compromise integrity and proactively prepares to navigate as an individual and a leader.

# Personal Change Mastery

The ability to seek personal challenge and growth in service of living as ones best self

Personal Change Mastery	Learning	Applying	Leading
Purpose/Truth/Action Management	Understands the framework of Purpose/Truth/Action as a catalyst for personal change	Assesses the reality of their truth (current story, energy and daily choices) in relation to living into purpose. Enacts an action plan to close the gaps between current truth and purpose.	Drives personal growth by applying purpose/truth/action continuously in life including situations that are difficult
Cognitive Re-framing (Storytelling)	Understands that cognitive reframing is a way of viewing events, ideas, and emotions with a more positive approach	Applies cognitive reframing in moments that matter to support living into purpose.	Consistently challenges old story to evolve a stronger new story
Building Rituals	Understands that rituals help to reinforce positive behaviors	Successfully implements rituals to help drive adoption/habituation of positive behavior	Recognizes ritual as part of their best self and protects rituals against distractions. Leads ritual building among friends, family and others to create a culture of best team.
Best Self	Demonstrates ability to communicate who they are at their best (physically, emotionally, mentally, and spiritually) and the power of energy management as a way live as best self.	Applies strategies to activate best self more regularly.	Intentionally and regularly engages in strategies to be best-self. Regularly exhibits best self behavior which positively impacts relationships with others.