

OD Career Calling Assessment

Common Core Competency Domains

01

Social Competencies

Culture
Psychology
Humanity

02

Influence Competencies

Leading & Managing Change
Consulting & Partnering
Facilitating Learning & Innovation

03

Technical Competencies

Strategy
Design
Performance



| Knowledge and Skill Requirements for OD Practitioners (2008) | Competencies of ODPs (2010) | OD Network Global Competencies (2018) | 8 Competency Domains (2020) | Common Core Domains |
|---|--|--|--|------------------------------------|
| Organizational Behavior (Culture); Comparative Cultural Perspectives | Other (Cultural Dynamics) | Culture Builder Cross Cultural Navigator | | Culture |
| Organizational Behavior Individual Psychology Group Dynamics | Interpersonal | | Well Trained in Applied Behavioral Sciences; Strong Group Process Skills | Psychology |
| Organizational Behavior (Conflict, Ethics, Power and Politics) | Other (Cross-cultural) | Equity Advocate | Ethics & Values | Humanity |
| Functional Knowledge of Business; Org Behavior (Leadership) | Self-Awareness | Systems Change Leader; Results Oriented Leader; Credible Influencer; Self-Aware Leader | Use of Self; Change Competency | Leading & Mg. Change |
| | Marketing; Enrolling; Contracting; Feedback; Participation; Follow-up; Separation | Trusted Advisor; Collaborative; Communicator | Consultancy & Process Skills | Consulting & Partnering |
| Individual Psychology (Learning Theory) | Intervention | Innovator Life-long Learner & Practitioner | Specialism Skills & Knowledge | Facilitating Learning & Innovation |
| Management & Organization Theory | Planning Adoption | Strategic Catalyst Credible Strategist | Conceptual Competencies on how an Organization Works (strategy) | Strategy |
| Organizational Behavior (Work Design) Management & Organization Theory | | Efficient Designer | Conceptual Competencies on how an Organization Works (design) | Design |
| Research Methods/Statistics | Mini-Assessment Diagnosis Evaluation | Data Synthesizer | Conceptual Competencies on how an Organization Works (evaluation) | Performance |

How to Cite this Model

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Comparative Competency Models

Cheung-Judge, M. (2020). Organisation Development Core Principles, Competency, and the Way Forward? *OD Review*. 52(30). pp. 11-24

Cummings, T. & Worley, C. (2008). Organization Development & Change. Cengage Learning. Pp. 49-50.

Minahan, M. (2018) Finally! Global OD Competencies. *OD Practitioner, Vol. 50(3)*, 19-22.

Worley, C.G., Rothwell, W.J, and Sullivan, R.L. (2010) Competencies of Organization Development Practitioners. In W. J. Rothwell, J. M. Stavros, R. L. Sullivan, & A. Sullivan eds *Practicing organization development: A guide for leading change* (3rd ed., pp. 43-70). San Francisco, CA: Pfeiffer

Additional OD Competency Models

Refer to the following article for references on 30 OD Competency Models.

Cheung-Judge, M. (2020). Organisation Development Core Principles, Competency, and the Way Forward? *OD Review*. 52(30). pp. 11-24.