Background Occupational Competency

Historically occupational competencies have been defined *as* the knowledge, skills and attributes necessary to perform occupational functions, but more recently it has been recognized (consistent with an outcome-based approach to learning) that competencies.

For more than 80 years, recruitment methods have used the level of knowledge and years of experience as yardstick. These yardsticks were considered sufficient to ensure that the person had the strategic skills that a company really needs.

But the reality is very different: competencies are not easy to identify. It is not enough to apply the usual process that only evaluates intelligence and experience, being that these parameters only allow us to know the job history and skills of the applicant, but not their comprehensive performance in a specific field.

Dr. David McClelland, a pioneer of motivational psychology, he was one of the first scientists to define what competencies are. In 1973 he described them as "the characteristics of a person, which are causally related to behaviors and successful action in their professional activity".

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