

Behavioural Competency Mapping: A comparison of the National PDR and ACPO Behavioural Competencies

The following tables show the relationship between the Behavioural Competencies (and the Behavioural indicators) used in the National PDR and those used in the Integrated Competency Framework (and by ACPO). The Behavioural Competencies in the first column are shown in alphabetical order for ease of reference.

National PDR Behavioural Competencies	Most closely matched ACPO Behavioural Competencies
Effective Communication	Effective Communication Negotiating and Influencing
Job Knowledge	Maximising Potential
Leadership	Maximising Potential Strategic Perspective
Management Ability	Planning and Organisation Strategic Perspective
Partnership Working	Community and Customer Focus
Personal Awareness	Team Working
Personal Effectiveness	Personal Responsibility Openness to Change Resilience
Problem Solving	Problem Solving Maximising Potential
Respect for Diversity	Respect for Race and Diversity
Service Delivery	Community and Customer Focus
Team Working	Team Working

ACPO Behavioural Competencies	Most closely matched National PDR Behavioural Competencies
Community and Customer Focus	Service Delivery Partnership Working
Effective Communication	Effective Communication
Maximizing Potential	Job Knowledge
Negotiating and Influencing	Effective Communication
Openness to Change	Personal Effectiveness
Personal Responsibility	Personal Effectiveness
Planning and Organising	Management Ability
Problem Solving	Problem Solving
Resilience	Personal Effectiveness
Respect for Race and Diversity	Respect for Diversity
Strategic Perspective	Leadership Management Ability
Team Working	Team Working