

Agile Leader Certification – competence scale

	SPF Competence Maturity	Definition	Description	Competence	Harvard University Scale
A	6	Expert	I am developing and adapting my leadership and methods depending on context. I am training, mentoring and coaching others with excellent result. Typically for many teams, an entire organisation or Enterprise	Capability, skills	4 Advanced
	5	Implement in very complex context	I can lead in a very complex context. Typically for many teams, an entire organisation or a division of a 100+ employee organisation.		
	4	Implement in complex context	I can lead in a complex context. Normally in a multiple team context.		3 Proficient
B	3	Implement	I can lead in a non-complex context. Normally in a single team.	Knowledge	1 Don't demonstrate
	2	Understand	I understand the term, word or action means		
C	1	Recognize	I recognize and recall the term, word or action		
	0	No competence	I can't recall the term, word or action		