<table>
<thead>
<tr>
<th>Grade</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>Not applicable (e.g. if the competency is not useful for the role of the individual)</td>
</tr>
</tbody>
</table>
| 0     | Task: No experience; never performed the task before  
       Knowledge: No exposure; never heard of the topic before  
       Skill: Unable to use skill |
| 1     | Task: Little experience, but received training  
       Knowledge: Little exposure; but followed courses or read about the topic  
       Skill: Use skill with difficulty and/or very rarely |
| 2     | Task: Some experience; already performed the task at least once  
       Knowledge: Some exposure; already applied knowledge of topic in their job at least once  
       Skill: Use skill inconsistently and occasionally |
| 3     | Task: Capable to perform task  
       Knowledge: Knowledgeable; frequently apply knowledge of topic  
       Skill: Use skill appropriately, but only occasionally |
| 4     | Task: Experienced; regularly perform the task in their job  
       Knowledge: Highly knowledgeable; use, reflect, critically evaluate information related to the topic  
       Skill: Use skill appropriately, in all relevant situations |
| 5     | Task: Highly experienced; able to train and guide others  
       Knowledge: Expert knowledge; able to teach and assess others  
       Skill: Use skill appropriately, consistently and confidently |