A **Self HR Assessment Form** based on *Rashid's Integrated HR Competency Model (RIHRCM)*. The form uses a simple 5-point scale to help individuals assess themselves across the five core clusters and their associated competencies.

<center>**RIHRCM – Self HR Competency Assessment Form**</center>

Instructions:

Rate your current proficiency in each competency on a scale of 1 to 5:

- **1 – Novice**: I have basic awareness but no practical experience
- **2 – Beginner**: I have limited experience and need guidance
- **3 – Competent**: I perform independently in routine situations
- **4 – Proficient**: I handle complex situations confidently
- **5 – Expert**: I guide others and innovate in this area

Cluster 1: Strategic & Ethical Leadership

Competency	Definition	Self-Rating (1-5)	Comments / Development Needs
Strategic Positioning	Ability to align HR strategy with business objectives		
Ethical Governance	Promoting integrity and fairness in all actions		
Business Acumen	Understanding business metrics and linking them with HR strategy		

Cluster 2: People & Culture Stewardship

Competency	Definition	Self-Rating (1-5)	Comments / Development Needs
Cultural Architect	Builds inclusive, values-driven workplace culture		
Inclusion & Belonging	Ensures diverse and respectful work environments		
Employee Experience Design	Uses design thinking to improve engagement and employee satisfaction		

Cluster 3: Talent & Learning Leadership

<center>1</center>

Competency	Definition	Self-Rating (1-5)	Comments / Development Needs
Learning Agility	Capacity to continuously learn and adapt		
Talent-to-Value Mapping	Identifying where talent delivers the greatest ROI		
Career Dev. & Upskilling	Creating growth pathways aligned with national/local skilling policies		

Cluster 4: Digital & Analytical Dexterity

Competency	Definition	Self-Rating (1-5)	Comments / Development Needs
Data Fluency	Ability to work with HR data to derive insights		
HR Tech Integration	Automating and improving HR processes through digital tools		
Digital Change Management	Managing resistance and adoption of digital transformation		

Cluster 5: Workforce Relations & Policy Compliance

Competency	Definition	Self-Rating (1-5)	Comments / Development Needs
Industrial Relations Mastery	Navigating employee relations and union matters		
Labor Law & Policy	Understanding and applying labor laws and compliance practices		
Relationship Management	Building trust-based relationships across stakeholders		

Overall Reflection

1. **Which cluster is your strongest? Why?**
   [Write here]
2. **Which cluster do you need to improve the most? What support would help you?**
   [Write here]
3. **Development Goals for Next 6 Months:**
   o Goal 1:
   o Goal 2:
   o Goal 3: