

Talent Development Capability Model

Talent Development Defined

Thousands of talent development professionals have used the self-assessment feature of ATD's Talent Development Capability Model to identify their knowledge and skill gaps against new standards for TD professionals' knowledge and success.

This gap analysis can help individuals and teams build personalized learning plans designed to deepen knowledge and expand skills. To provide a benchmark of current reported proficiencies, ATD is providing this quarterly snapshot of aggregate data.

This includes all individuals—global ATD members and nonmembers—who have conducted the self-assessment embedded in the interactive Talent Development Capability Model.



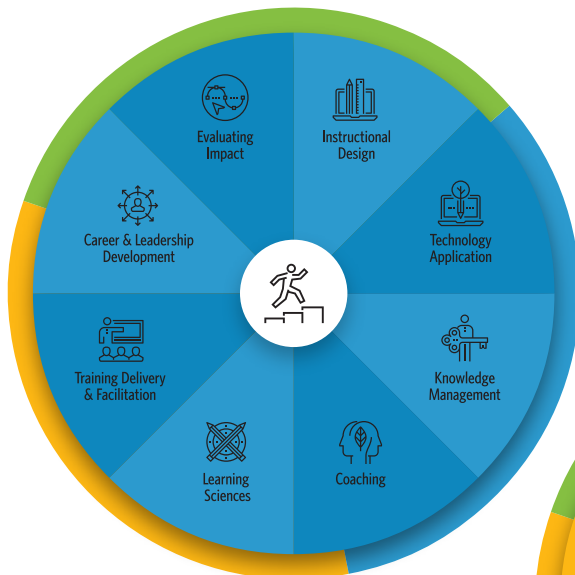
Ways You Can Use This Data:

- Review how your current proficiency stacks up against all others in the field to see how your strengths and opportunities for development compare. Identify areas where your proficiency falls below the global average. Target these topics for your professional development.
- Identify the role that represents the next step in your career. Compare your proficiency levels with all the professionals in that role. Select capabilities you most need to improve to focus on in choosing your continued training. Seek work assignments that can help you develop in these areas.
- Set proficiency targets for your team using role-based benchmarks. Use the [Enterprise Skills Gap Assessment](#) to view your entire team's current levels and assign ATD resources to help them close identified gaps.

Haven't completed your Talent Development Capability Model self-assessment? You can refer to this [job aid](#) to assist you.

Tips:

- Be sure to complete the entire self-assessment. We suggest doing one domain of practice at a time (approximately 20–30 minutes per domain).
- Choose a Learning Path. This is an important part of creating your gap assessment. Choose from one of eight role-based paths or choose to pursue one of ATD's premier certifications, APTD or CPTD.
- Select the **Learning Resources** tab to see your gap assessment. The tool compares your proficiency level to the ideal proficiency level of someone in that role based on ATD research. Choose ATD resources to help you close these gaps.
- Find your selected resources on your **Learning Plan** tab.



Self-Assessment Benchmarks



**OVERALL
PROFICIENCY
SCORE: 46.1%**

This includes all self-assessment data from users around the globe. It includes ATD members and nonmembers from more than 150 countries who are from a diverse range of organizations and are at virtually every stage of a talent development career.

On the next several pages, you will find sub-sets of data representing various job roles that were self-declared by users.

Last updated: 12/31/2023 N=29,473

PROFICIENCY SCORE BY DOMAIN OF PRACTICE:



Building Personal Capability: **58.4%**



Developing Professional Capability: **42.4%**



Impacting Organizational Capability: **39.6%**




Talent Development Capability Model


 **OVERALL PROFICIENCY SCORE: 47.6%**


Self-Assessment Benchmarks

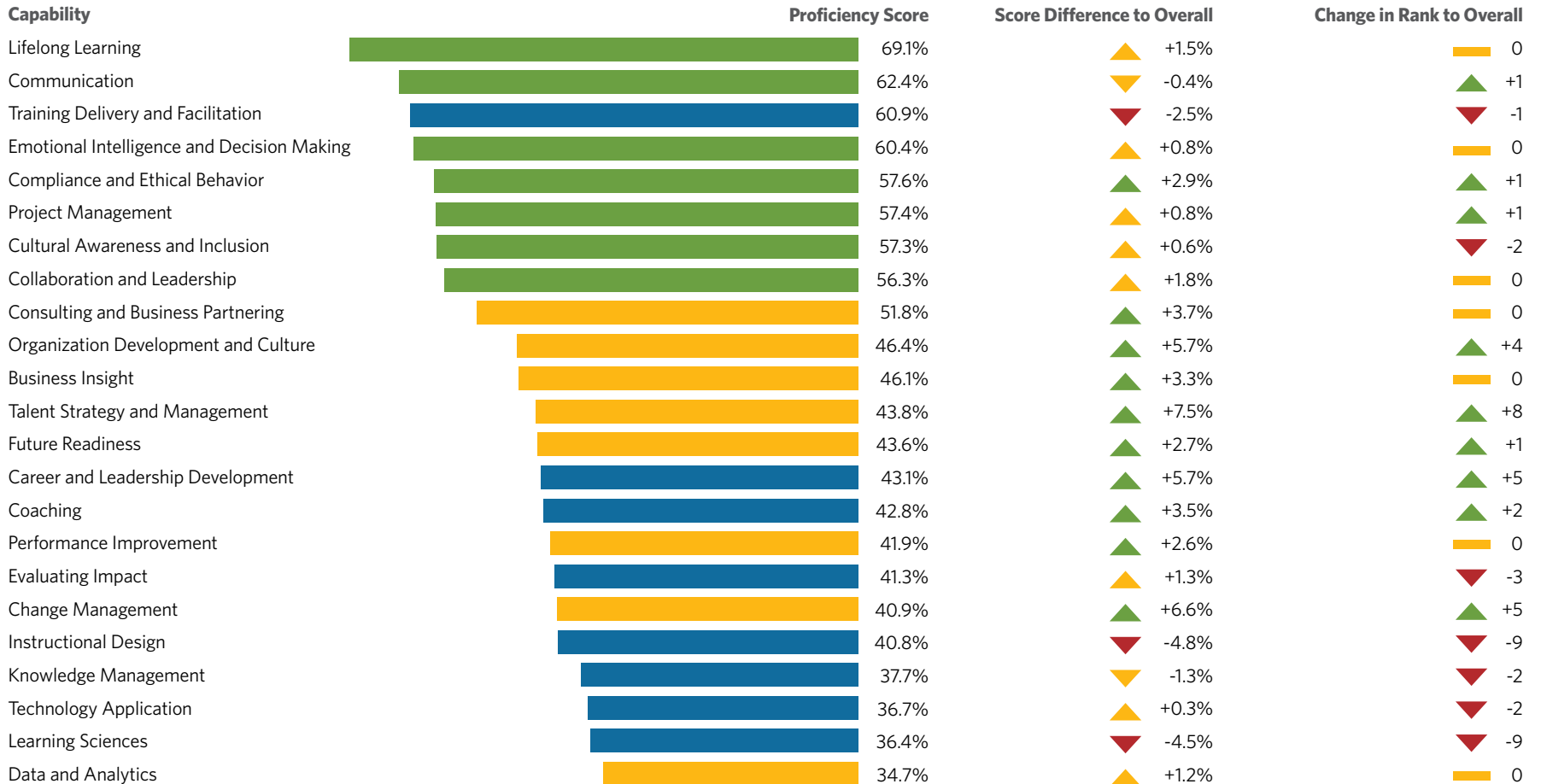
HR/OD Professionals*

PROFICIENCY SCORE BY DOMAIN OF PRACTICE:

 **Building Personal Capability: 59.6%**

 **Impacting Organizational Capability: 44.3%**

 **Developing Professional Capability: 41.7%**




Talent Development Capability Model


 OVERALL PROFICIENCY SCORE: **53.3%**


Self-Assessment Benchmarks

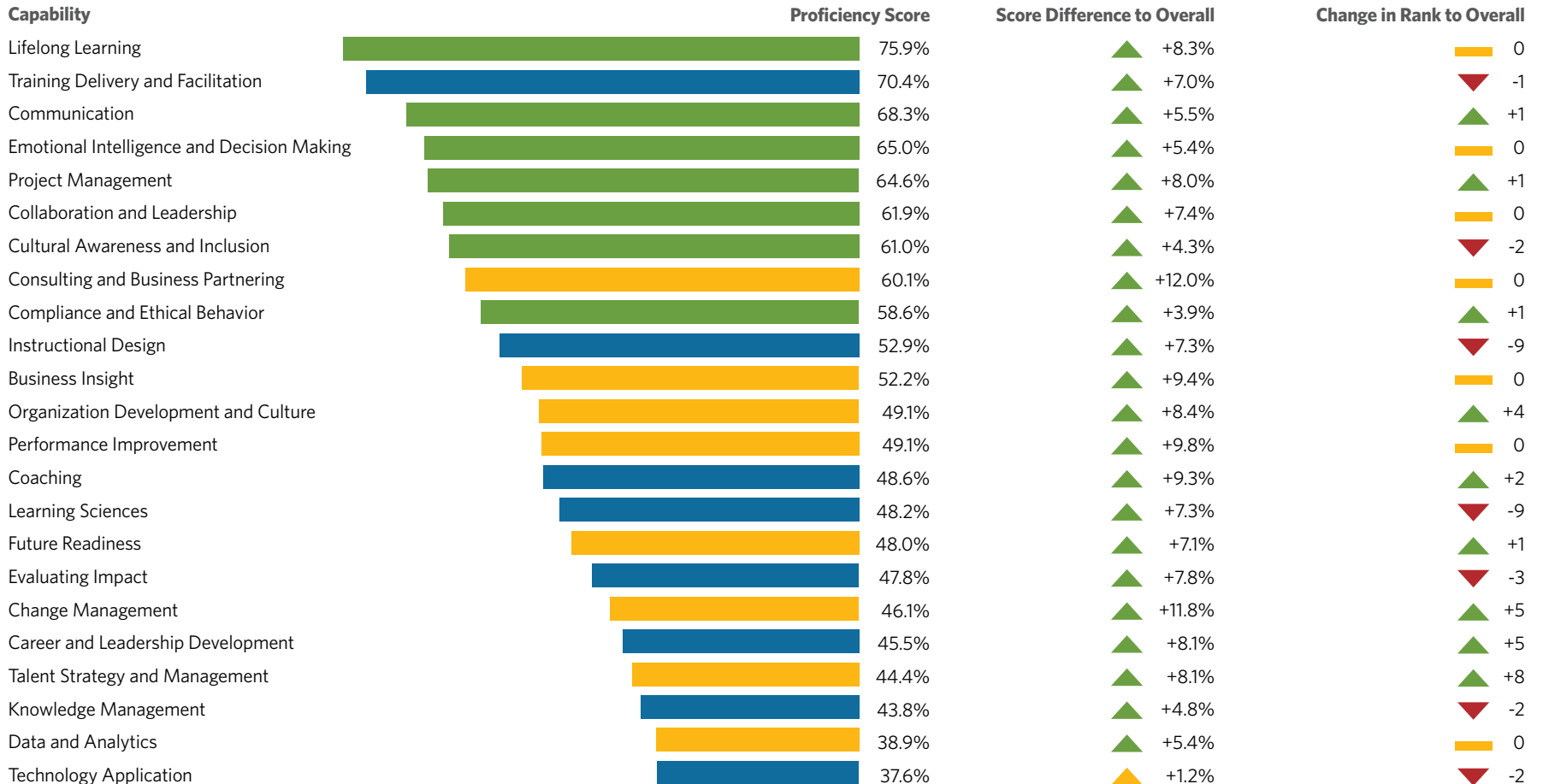
Independent Consultants*

PROFICIENCY SCORE BY DOMAIN OF PRACTICE:

 Building Personal Capability: **64.5%**

 Developing Professional Capability: **48.5%**

 Impacting Organizational Capability: **48.4%**



Last updated: 12/31/2023 N=1,215

*These segmented benchmarks include individuals who have self-identified as independent consultants in their td.org profiles.


Talent Development Capability Model


 **OVERALL PROFICIENCY SCORE: 45.4%**


Self-Assessment Benchmarks

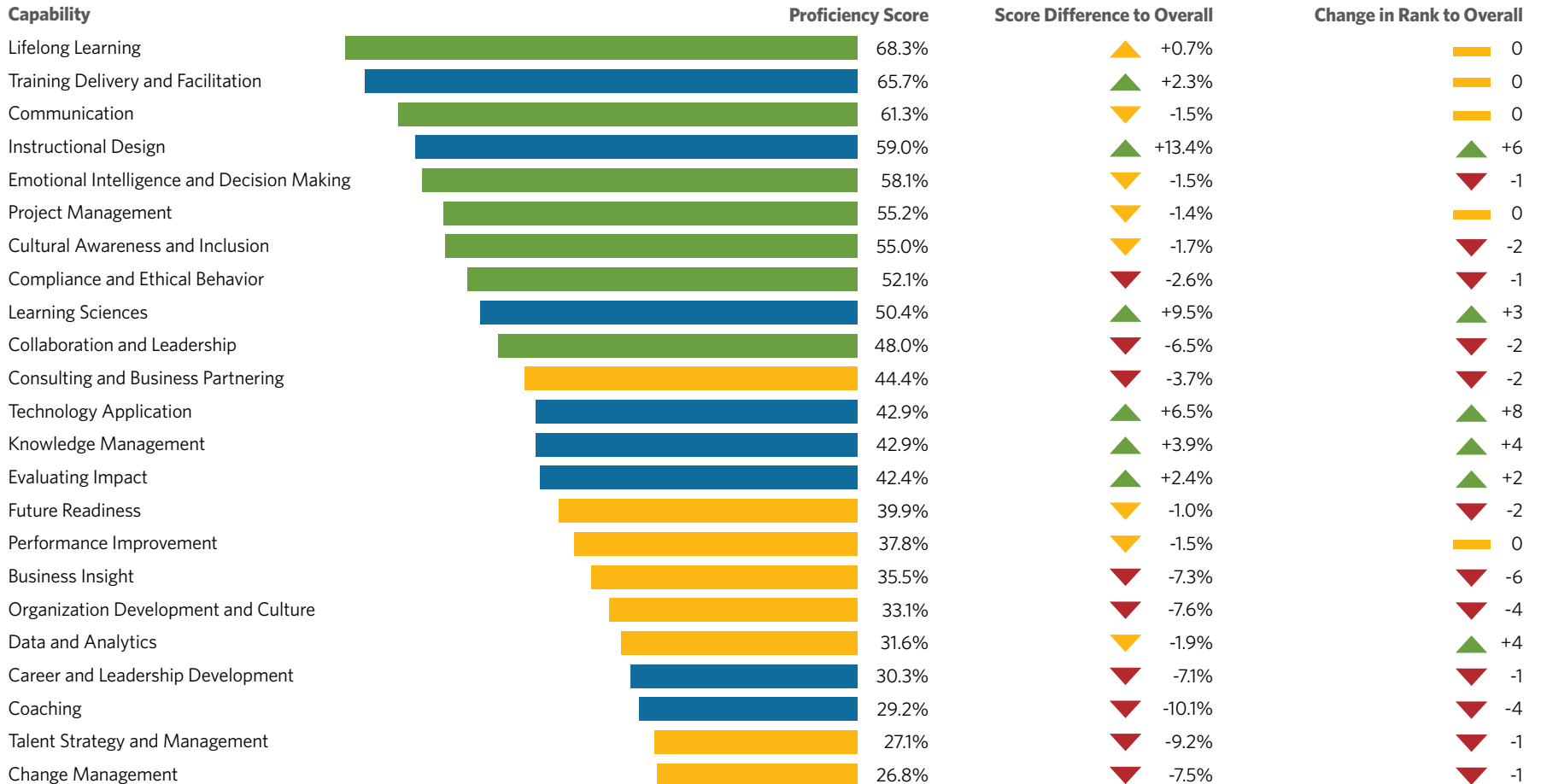
Instructional Designers*

PROFICIENCY SCORE BY DOMAIN OF PRACTICE:

 Building Personal Capability: **55.9%**

 Developing Professional Capability: **46.6%**

 Impacting Organizational Capability: **33.9%**



Last updated: 12/31/2023 N=3,474


*These segmented benchmarks include individuals who have self-identified as instructional designers in their td.org profiles.


Talent Development Capability Model

 OVERALL PROFICIENCY SCORE: **56.3%**

Self-Assessment Benchmarks

Talent Development Leaders*

 Building Personal Capability: **66.6%**

 Developing Professional Capability: **53%**

 Impacting Organizational Capability: **51.1%**

PROFICIENCY SCORE BY DOMAIN OF PRACTICE:



Last updated: 12/31/2023 N=2,256

*These segmented benchmarks include individuals who have self-identified as talent development directors/executives or CTDO/CLO in their td.org profiles.

Talent Development Capability Model



OVERALL PROFICIENCY SCORE: **50%**

Self-Assessment Benchmarks

Talent Development Mgrs*



Building Personal Capability: **60.8%**



Developing Professional Capability: **46.3%**



Impacting Organizational Capability: **44.4%**

PROFICIENCY SCORE BY DOMAIN OF PRACTICE:



Last updated: 12/31/2023 N=3,479

*These segmented benchmarks include individuals who have self-identified as talent development managers in their td.org profiles.


Talent Development Capability Model


 **OVERALL PROFICIENCY SCORE: 40.7%**


Self-Assessment Benchmarks

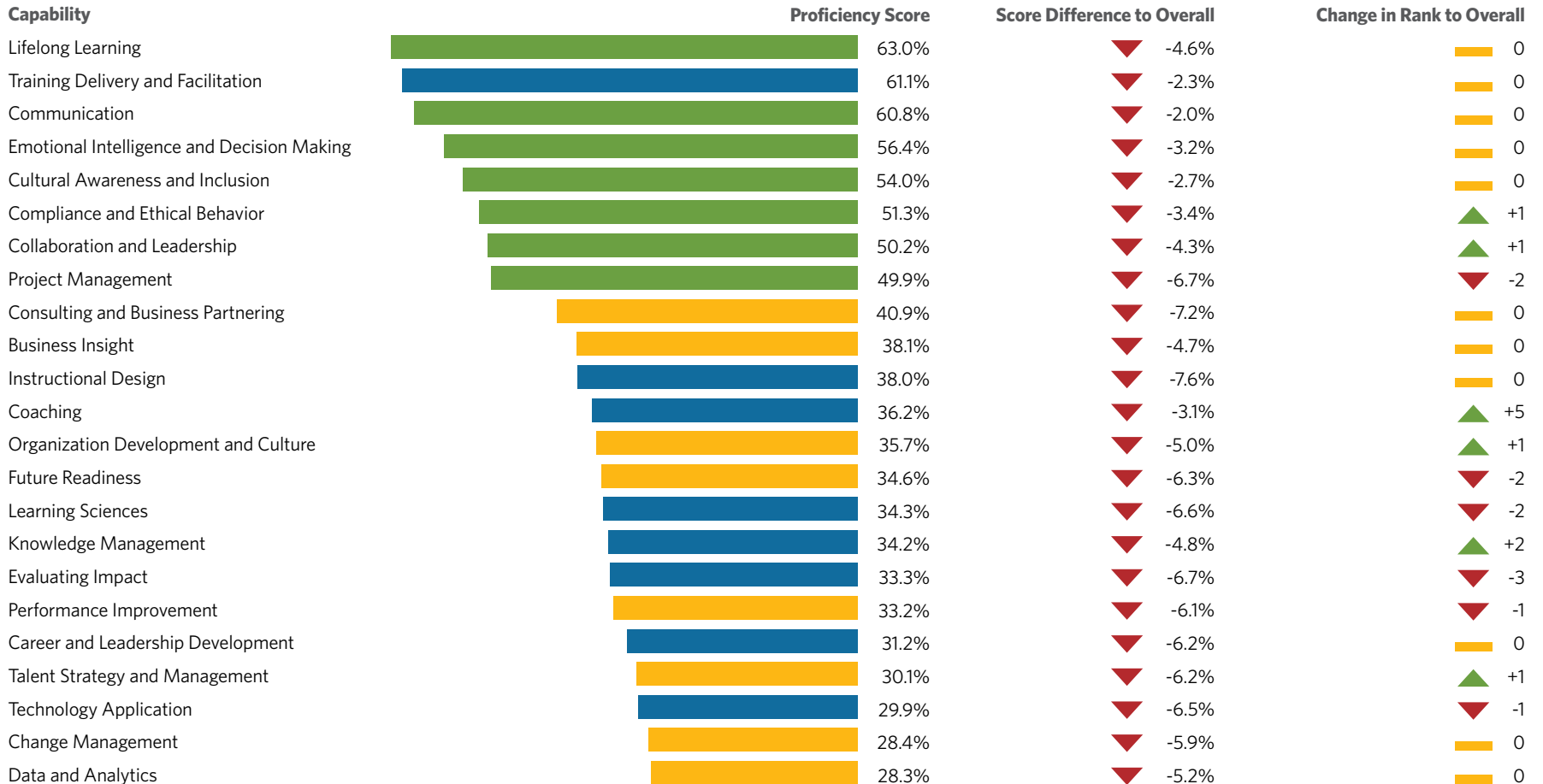
Trainers/Facilitators*

PROFICIENCY SCORE BY DOMAIN OF PRACTICE:

 Building Personal Capability: **54.7%**

 Developing Professional Capability: **36.7%**

 Impacting Organizational Capability: **33.8%**



Last updated: 12/31/2023 N=4,880

*These segmented benchmarks include individuals who have self-identified as trainers/facilitators in their td.org profiles.

Talent Development Capability Model



OVERALL PROFICIENCY SCORE: **38.7%**

Self-Assessment Benchmarks

Training Coordinators*

PROFICIENCY SCORE BY DOMAIN OF PRACTICE:



Building Personal Capability: **52.5%**



Developing Professional Capability: **34.6%**



Impacting Organizational Capability: **33.3%**

