

Across societal sectors, demand for measuring individual and group competencies has grown substantially. This talk unpacks Hartig et al.'s (2008) competency definition as a complex ability construct closely related to real-life-situation performance to make it amenable to measurement. Once unpacked, competency measurement is exemplified by research from business, military and education sectors. Generalizability theory, a statistical theory for modeling and evaluating the dependability of competency scores, is applied to several of these examples. The paper then pulls together the threads into a general competency measurement model.