

Success Profile Template

I. What is a Success Profile?

A success profile is the description of a role in terms of its inputs and outputs. Job Descriptions (JD) do a good job of describing the outputs of a job i.e. what will this role be responsible for. However, there is a gap in describing the inputs needed to be successful in the role. While success in the role is measured by the outputs delivered and impact created, outputs or impact can only be measured post-facto. Inputs, however, can be controlled. In order to be able to predict success on the job and control it, we need to be able to define "job inputs". An input is defined as the set of skills and competencies needed to be able to deliver the outputs needed.

A success profile requires that each input be described with examples so that the bar for each skill/competency is clear from the description. When described this way, a success profile is a great tool not only to assess candidates during the hiring process but also to measure performance of incumbents in the job.

II. What outputs / outcomes will the role drive?

The Success Profile

David Kirk



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