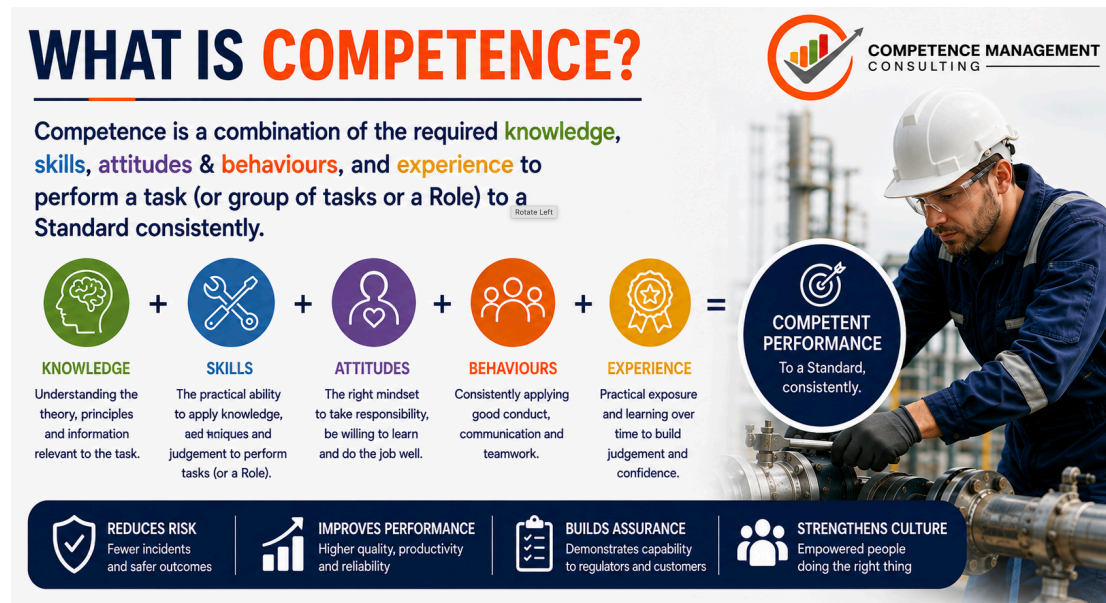


# What is Competence?

25<sup>th</sup> August 2026



COMPETENCE MANAGEMENT  
CONSULTING



## What is Competence?

Competence is often misunderstood as simply having qualifications, experience, or technical knowledge. In reality, true competence is the ability to consistently apply knowledge, skills, attitudes & behaviours, and possess the experience to perform a task to a Standard consistently, safely and effectively in the real world.

A competent person not only knows *what* to do — they understand:

- Why it matters
- When to intervene
- How to recognise abnormal conditions
- The limits of their own capability
- The consequences of failure

Within high-hazard industries, competence is not optional — it is a critical safety barrier.

Effective competence management should therefore go beyond training records and certificates. It should include:

- ✓ Defined role requirements
- ✓ Structured development pathways
- ✓ Workplace assessment
- ✓ Verification of performance
- ✓ Periodic reassessment
- ✓ Leadership and behavioural expectations
- ✓ Ongoing assurance that competence is maintained over time

One of the biggest organisational risks is assuming competence rather than demonstrating it.

## What is Competence?

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Strong organisations build systems that provide confidence that people can perform critical activities to a defined Standard, safely, reliably, and consistently — especially during abnormal or high-pressure situations.

Competence is not a one-time achievement. It is a continually demonstrated capability.

#Competence #CompetenceManagement #ProcessSafety #Leadership  
#HumanFactors #SafetyCulture #LearningAndDevelopment #OperationalExcellence  
#HighHazardIndustries #WorkplaceSafety