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Know-How



| | | Planning, Organizing and Integrating (Managerial) Knowledge | | | | | | | | | | | | |
|--------------------------|--------------------------|---|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|
| | | 1 | | | 2 | | | 3 | | | 4 | | | |
| Professional Disciplines | Professional Progression | A. GENERAL KNOWLEDGE: General knowledge of the organization, its products, services, and the industry. Includes knowledge of the organization's history, mission, and values. | 200 | 250 | 300 | 350 | 400 | 450 | 500 | 550 | 600 | 650 | 700 | 750 |
| | | B. SPECIALIZED KNOWLEDGE: Knowledge of the organization's products, services, and the industry. Includes knowledge of the organization's history, mission, and values. | 250 | 300 | 350 | 400 | 450 | 500 | 550 | 600 | 650 | 700 | 750 | 800 |
| Professional Disciplines | Technical Progression | C. GENERAL PROCEDURES/PROCESSES: Knowledge of the organization's general procedures and processes. Includes knowledge of the organization's history, mission, and values. | 300 | 350 | 400 | 450 | 500 | 550 | 600 | 650 | 700 | 750 | 800 | 850 |
| | | D. ADVANCED: Advanced knowledge of the organization's products, services, and the industry. Includes knowledge of the organization's history, mission, and values. | 350 | 400 | 450 | 500 | 550 | 600 | 650 | 700 | 750 | 800 | 850 | 900 |
| Professional Disciplines | Technical Progression | E. PROFESSIONAL: Professional knowledge of a technical discipline. Includes knowledge of the organization's history, mission, and values. | 400 | 450 | 500 | 550 | 600 | 650 | 700 | 750 | 800 | 850 | 900 | 950 |
| | | F. MANAGERIAL PROFESSIONALS: Specialized knowledge of a technical discipline. Includes knowledge of the organization's history, mission, and values. | 450 | 500 | 550 | 600 | 650 | 700 | 750 | 800 | 850 | 900 | 950 | 1000 |
| Professional Disciplines | Technical Progression | G. COORDINATING: Coordinating knowledge of a technical discipline. Includes knowledge of the organization's history, mission, and values. | 500 | 550 | 600 | 650 | 700 | 750 | 800 | 850 | 900 | 950 | 1000 | 1050 |
| | | H. AUTHORITY: The job requires job-related knowledge and skills that are highly specialized and require a high level of expertise. Includes knowledge of the organization's history, mission, and values. | 600 | 650 | 700 | 750 | 800 | 850 | 900 | 950 | 1000 | 1050 | 1100 | 1150 |

Problem Solving



| | | Thinking challenge | | | | | |
|--------------------------|--------------------------|---|-----|-----|-----|-----|-----|
| | | 1 | | 2 | | 3 | |
| Professional Disciplines | Professional Progression | A. Repetitive: Repetitive, routine, and predictable tasks. Includes knowledge of the organization's history, mission, and values. | 10% | 20% | 30% | 40% | 50% |
| | | B. Unstructured: Unstructured, non-routine, and unpredictable tasks. Includes knowledge of the organization's history, mission, and values. | 10% | 20% | 30% | 40% | 50% |

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Hay Associates



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