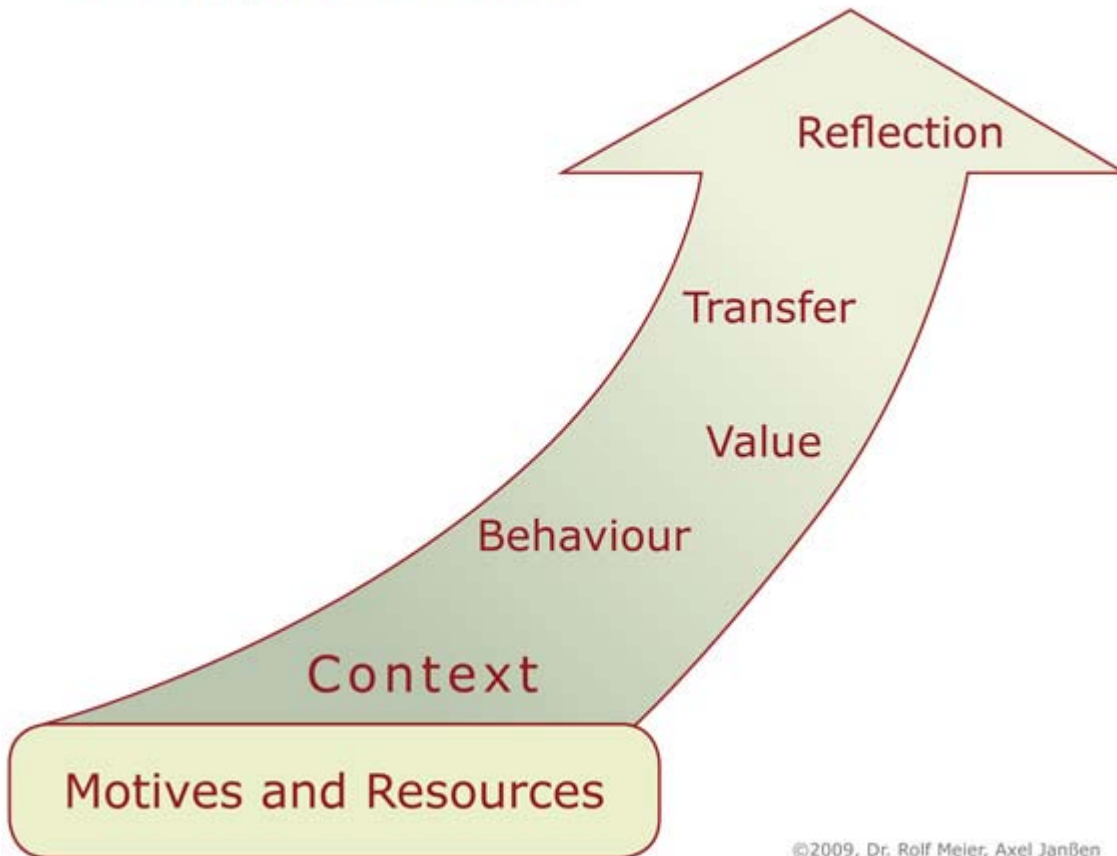


Core Models and Definitions

Competence Development Model



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The competence development model is founded upon the thought that the basis for any change derives from motives and resources. Each person has motives and possesses, in the sense of change, resources. The motive structure and the type of resources available unfold within a context. Only under consideration (and emotional evaluation) of “in which content do I want my motives to unfold and how do I use my resources?” does a person decide upon a certain behaviour. Is this behaviour successful then values are created and/or acknowledged.

If the successful value-orientation can be transferred to other contexts and if a person can successfully reflect upon this development in order to be able to consciously use this “development experience” then he has obtained competence.