

Know-How

■ Planning, Organizing and Integrating (Manage)



I. Task Focused
Performance of a task or tasks which are highly specific as to objective and content with limited awareness of surrounding circumstances and events.

II. Specific
Performance or supervision of multiple activities which are specific as to objective and content. There is a requirement to interact with co-workers and maintain an awareness of related activities.

III. Related
Integration of operations or services which are generally related in nature and objective and where there is a requirement for coordination with associated functions.

IV. Diverse
Overall concept of function diverse objectives the achievement of overall

■■■ Communicating & Influencing Skills →

● Practical/Technical Knowledge

I. Communicate
Dealing with others is primarily concerned with requesting and providing information. Courtesy, tact and effectiveness are required.

100%

A. BASIC: Basic numeracy, literacy and knowledge of simple instructions and routines generally acquired through a short explanation.

B. INTRODUCTORY: Knowledge of standardized work routines and methods, general facts and information and/or the use of simple equipment, machines and materials. Knowledge is usually acquired through training on the job.

	1	2	3	1	2	3	1	2	3	1
	38	43	50	50	57	66	66	76	87	87
	43	50	57	57	66	76	76	87	100	100
	50	57	66	66	76	87	87	100	115	115
	50	57	66	66	76	87	87	100	115	115
	57	66	76	76	87	100	100	115	132	132
	66	76	87	87	100	115	115	132	152	152

Hay Guide Charts

Barry Cushway

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the author's name.

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Table of Contents Hay Guide Charts

1. Understanding the eBook Hay Guide Charts
 - The Rise of Digital Reading Hay Guide Charts
 - Advantages of eBooks Over Traditional Books
2. Identifying Hay Guide Charts
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Hay Guide Charts
 - User-Friendly Interface
4. Exploring eBook Recommendations from Hay Guide Charts
 - Personalized Recommendations

- Hay Guide Charts User Reviews and Ratings
- Hay Guide Charts and Bestseller Lists
- 5. Accessing Hay Guide Charts Free and Paid eBooks
 - Hay Guide Charts Public Domain eBooks
 - Hay Guide Charts eBook Subscription Services
 - Hay Guide Charts Budget-Friendly Options
- 6. Navigating Hay Guide Charts eBook Formats
 - ePub, PDF, MOBI, and More
 - Hay Guide Charts Compatibility with Devices
 - Hay Guide Charts Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Hay Guide Charts
 - Highlighting and Note-Taking Hay Guide Charts
 - Interactive Elements Hay Guide Charts
- 8. Staying Engaged with Hay Guide Charts
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Hay Guide Charts
- 9. Balancing eBooks and Physical Books Hay Guide Charts
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Hay Guide Charts
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Hay Guide Charts
 - Setting Reading Goals Hay Guide Charts
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Hay Guide Charts
 - Fact-Checking eBook Content of Hay Guide Charts

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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