



Individual Contributor Development Framework

TALENT DEVELOPMENT

The Individual Contributor Development Framework makes effective everyday contribution visible. Its 3S model describes the quality of work, support for others and personal responsibility that employees demonstrate in real situations. It gives contributors and managers a fair, practical language for reflection, performance conversations, coaching and focused development.



THE MODEL AT A GLANCE

The approach

The 3S model balances work quality, contribution to others and personal responsibility through nine competencies and five maturity stages. Assessment insight and consistent workplace evidence help contributors recognise strengths, identify priority behaviours and agree practical development actions.

When to use it

- Clarify contribution expectations across roles where standards are currently implied.
- Prepare coaching or performance conversations using recent examples of work.
- Create growth pathways for specialists developing within individual contributor roles.

What the model covers

Standards · Quality and Accuracy · Consistency and Reliability · Process and Compliance · Support · Teamwork and Cooperation · Communication and Responsiveness · Service and Contribution · Self-Management · Accountability and Ownership · Professionalism and Discipline · Adaptability and Learning

Value for your organisation

- Clarifies what excellent contribution means for each role and career stage.
- Gives managers shared behavioural evidence for more consistent development conversations.
- Connects quality, cooperation and adaptability with stronger everyday organisational delivery.

Put it into practice

Review strategy, roles and critical work, then tailor competencies and maturity anchors. Combine proportionate assessments, self-reflection and workplace evidence. Choose priority behaviours and agree supported actions for 60 to 90 days, linked to career and performance processes.

Outputs you can use

- Tailored competencies, behavioural indicators and maturity anchors for relevant role families.
- Evidence of contribution strengths and priority behaviours requiring focused development.
- One to three practical development actions with support and review points.