

# SFIA For You

A Walk-Through on How to Create Your Own SFIA Profile



# Introduction

# Your Facilitator



## Tristan Boot

Senior Consultant



Tristan@digitalskillsagency.com  
<https://digitalskillsagency.com>



BEING HUMAN IN  
A DIGITAL WORLD



# There's More Than One Way...

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# Read the Guide

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- SFIA visual guide to self-assessment
- SFIA self-assessment guidelines.

# The Steps

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- Purpose
- Preparation
- Assess level of responsibility
- Select and prioritise skills to assess
- Assess skills
- Record evidence
- Next steps

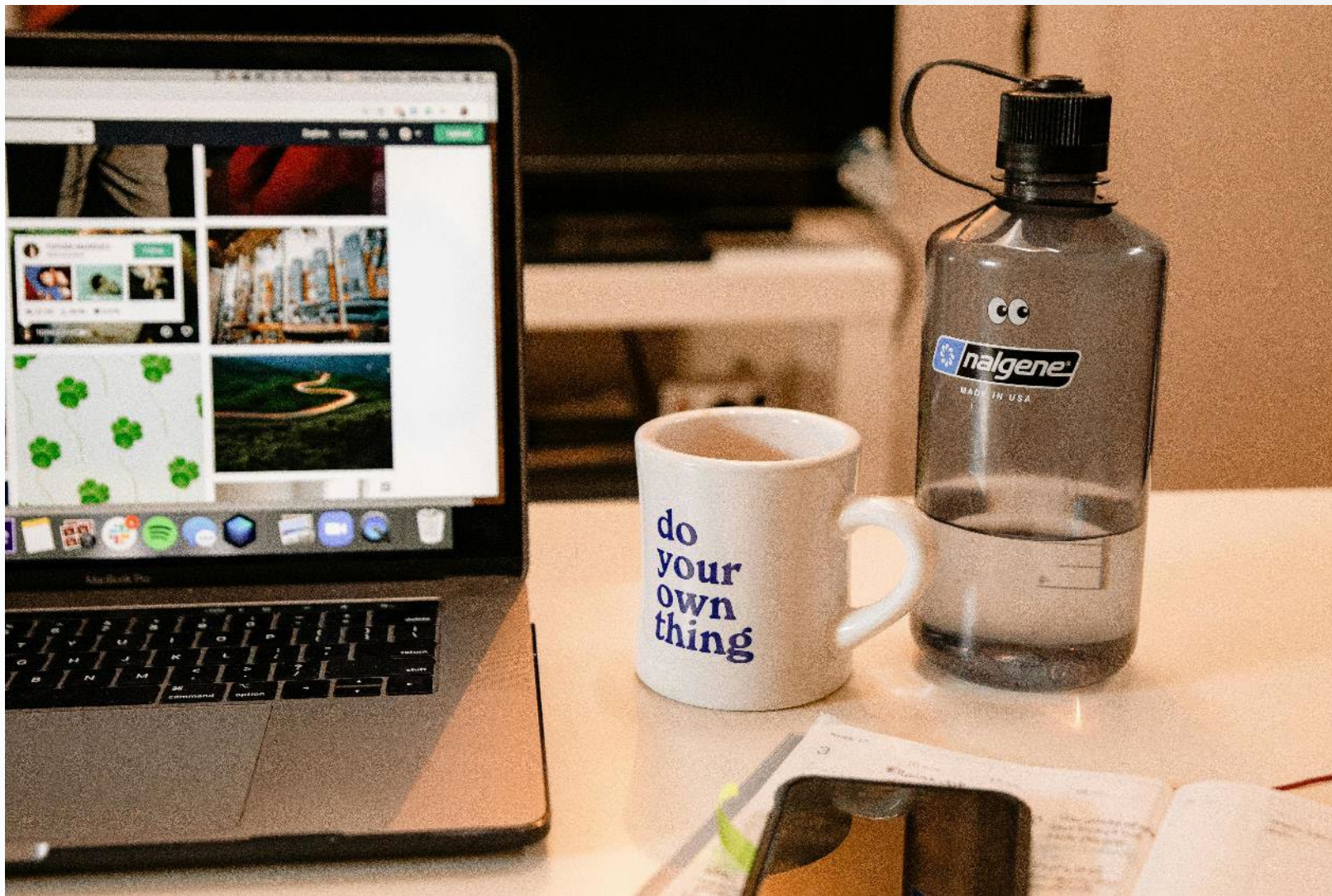


# Purpose

Why do a Self-Assessment?

# Independent

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# Input to Managed Process

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# Job Applications

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# Professional Development

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# Professional Certification

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# Digital Badging

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# Formal SFIA Assessments

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# Preparation

# Get the SFIA Reference Material

The screenshot shows the SFIA website homepage. At the top left is the SFIA logo with the tagline 'The global skills and competency framework for the digital world'. On the top right, there are links for 'Log in / Register', 'Newsletter', and a language dropdown set to 'English'. Below this is a dark navigation bar with links for 'Home', 'Using SFIA', 'SFIA 8', 'SFIA 9', 'Help and resources', 'User forum', and 'News'. A search bar is located on the right side of this bar. Below the navigation bar is a light grey bar with the text 'Home'. The main content area features several blocks: a purple box with 'SFIA 9 30 OCT', a white box with the heading 'Introducing SFIA 9: The next step in our evolution' and a paragraph about webinars, a 'Browse the framework' section with sub-sections for 'Levels of responsibility and generic attributes' and 'Professional skills', a 'Help and resources' section with a list of links, a 'New to SFIA?' section with a list of links and sub-sections for 'SFIA guiding principles' and 'Contact the SFIA Foundation', and a 'Get help from commercial partners' section with a list of links.

**SFIA**  
The global skills and competency framework for the digital world

Log in / Register Newsletter  
English

Home Using SFIA SFIA 8 SFIA 9 Help and resources User forum News

Search Site Search

Home

**SFIA 9**  
**30 OCT**

**Introducing SFIA 9: The next step in our evolution**

Register for our webinars by following the link. Find out about SFIA week in Australia and New Zealand.

**Browse the framework**

**Levels of responsibility and generic attributes**

- [Levels of responsibility](#)
- [Behavioural factors](#)

**Professional skills**

- [All skills directory A-Z, search and browse](#)
- [Full framework view](#)
- [Cloud computing skills](#)
- [Cyber security skills](#)
- [Big data/Data science skills](#)
- [Digital transformation skills](#)
- [Agile skills](#)
- [Software engineering skills](#)
- [Enterprise IT skills](#)
- [DevOps skills](#)

**Help and resources**

- [A 10 minute quiz on SFIA fundamentals](#)
- [Download SFIA - for registered users](#)
- [SFIA case studies and user's stories](#)
- [NEW - Visual guide to SFIA self-assessment](#)
- [SFIA assessment guidelines](#)
- [Skills profiles for industry jobs/roles](#)
- [SFIA and Bodies of Knowledge](#)

**Evolving community practice**

- [Learning and development catalogues](#)
- [Mapping learning products to SFIA](#)
- [70-20-10 with SFIA](#)
- [Skills-based job analysis](#)

**Get help from commercial partners**

- [Specialists provide implementation advice](#)
- [Partners provide tools, services and training](#)

**New to SFIA?**

- [A 10 minute quiz on SFIA fundamentals](#)
- [The SFIA framework is free or low cost to use](#)
- [Video - Skills management and SFIA](#)
- [Accelerate your skills-first journey with SFIA](#)
- [The SFIA Foundation is a global not-for-profit](#)
- [Who uses SFIA?](#)

**SFIA guiding principles**

- [SFIA fundamentals in pictures \(slide pack\)](#)
- [SFIA and skills management](#)
- [How SFIA works](#)
- [SFIA Levels of responsibility](#)
- [SFIA professional skills](#)
- [The context for SFIA](#)

**Contact the SFIA Foundation**

- [Strategic partnerships](#)
- [Licensing questions](#)
- [The SFIA community ecosystem](#)



# Choose an Assessment Tool

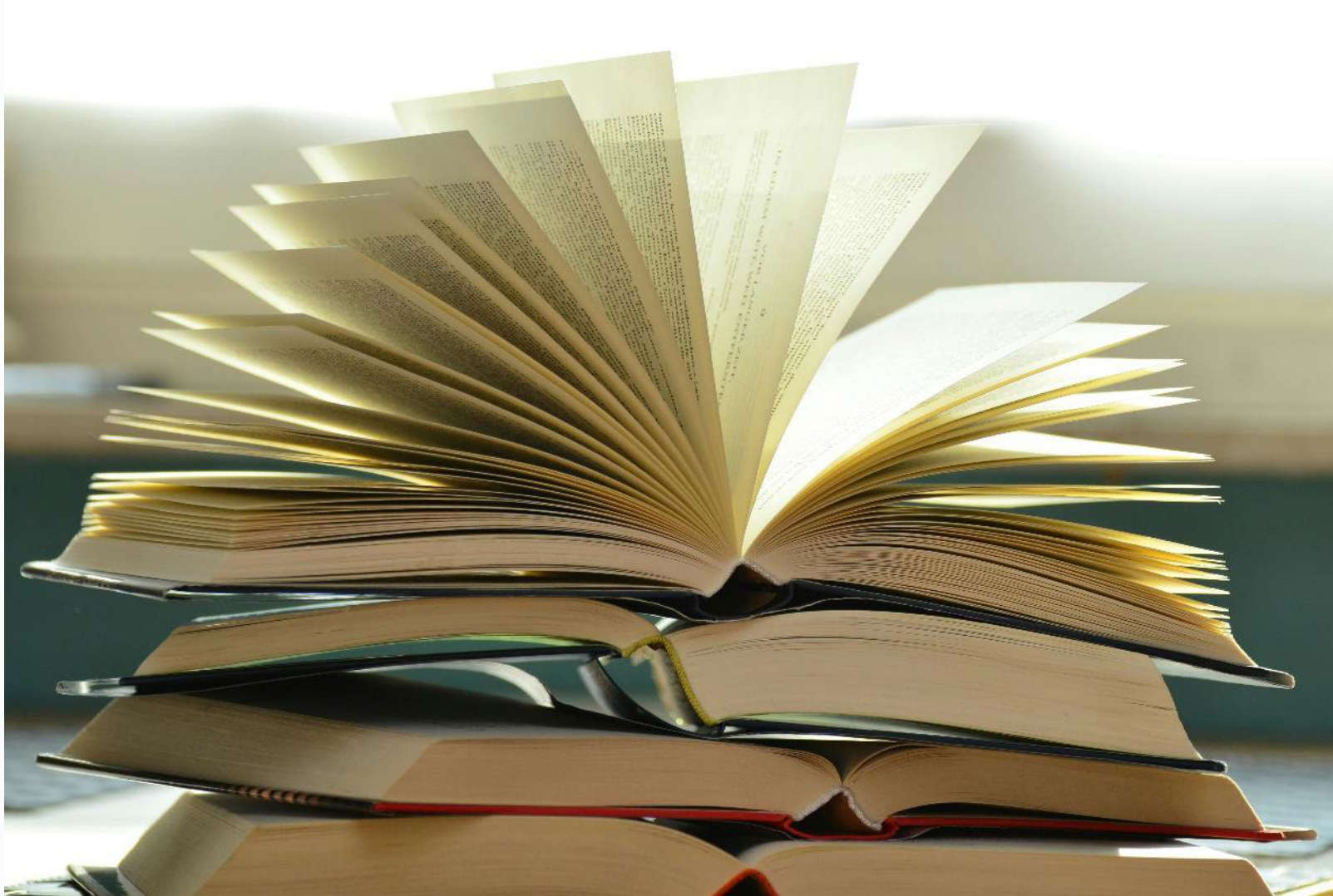
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# Get Familiar with SFIA

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# Collate Documents and Evidence

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# As Long as They're Relevant

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# What You Need to Know

# Some Basics...

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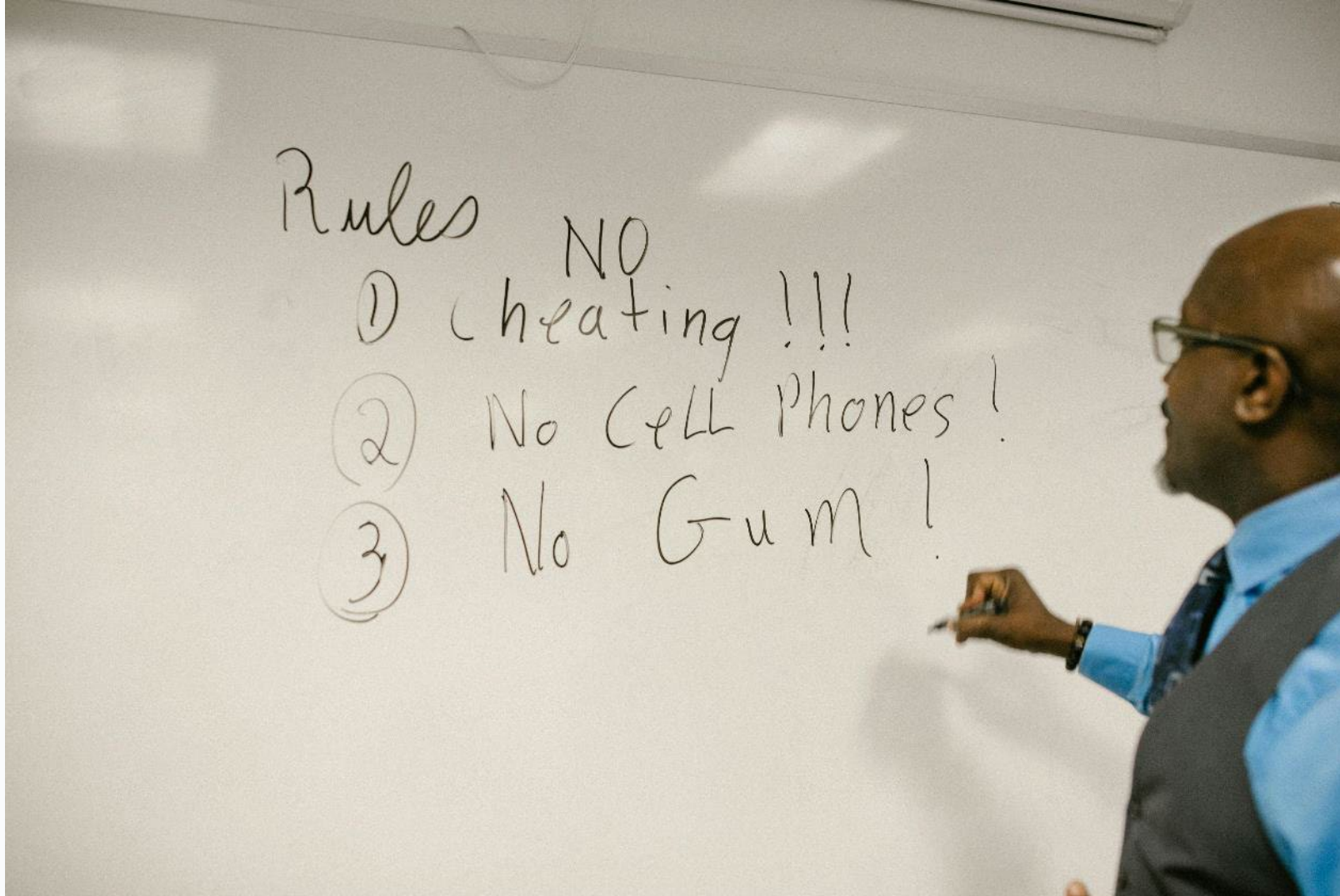


# The Seven Levels

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# Level 1: Follow

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# Level 2: Assist

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# Level 3: Apply

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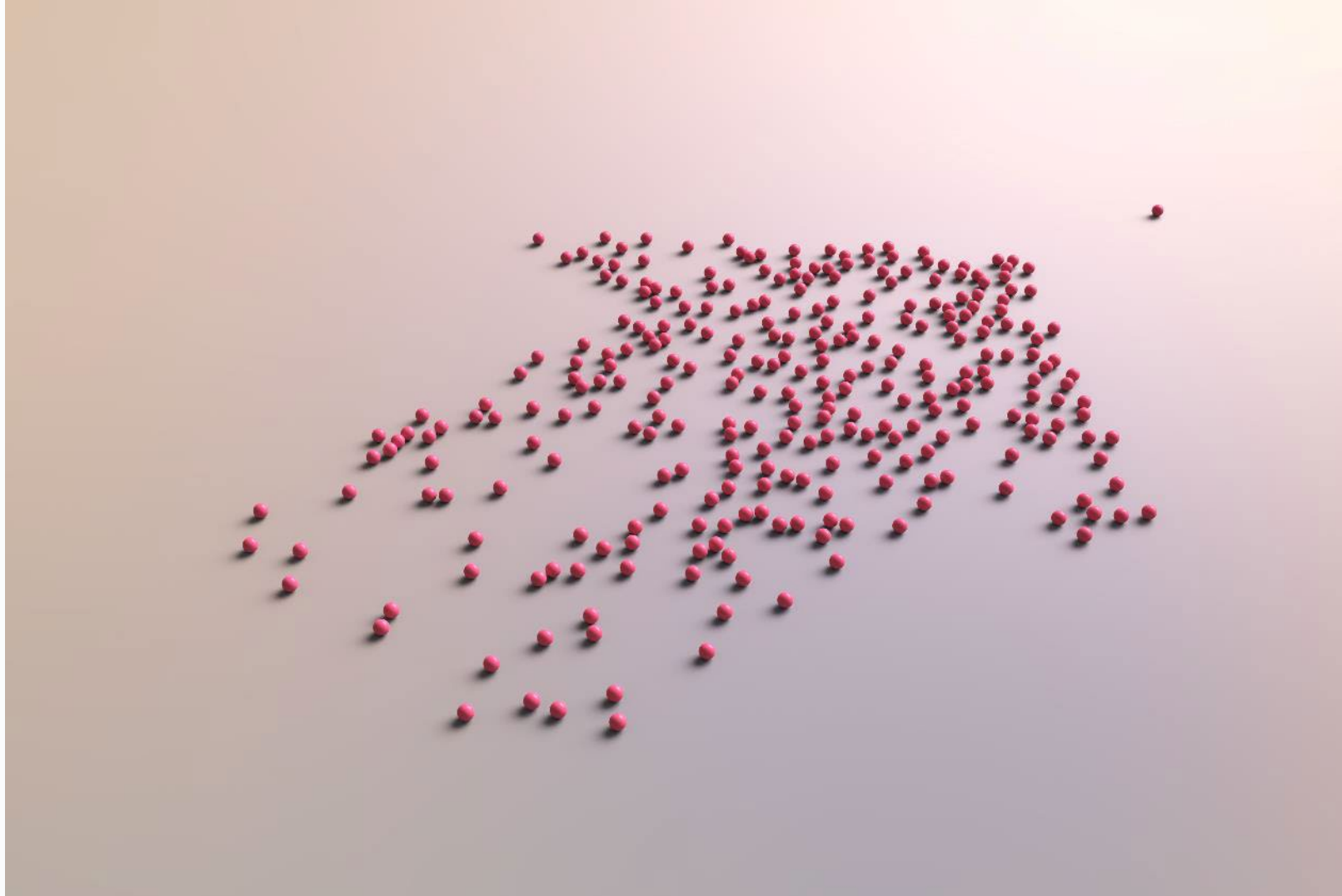
# Level 4: Enable

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# Level 5: Ensure, Advise

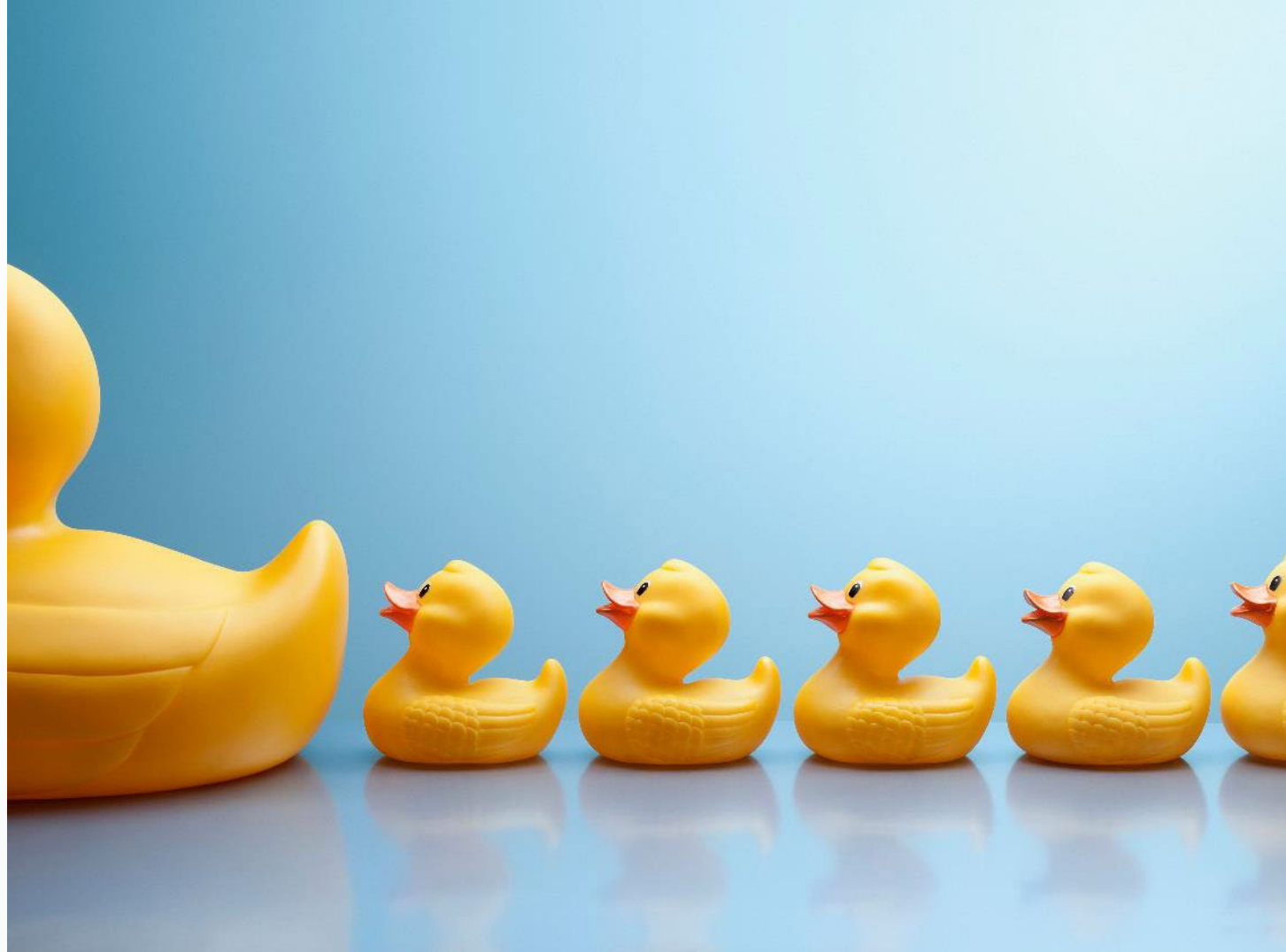
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# Level 6: Initiate, Influence

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# Level 7: Set Strategy, Inspire, Mobilise

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# What We See

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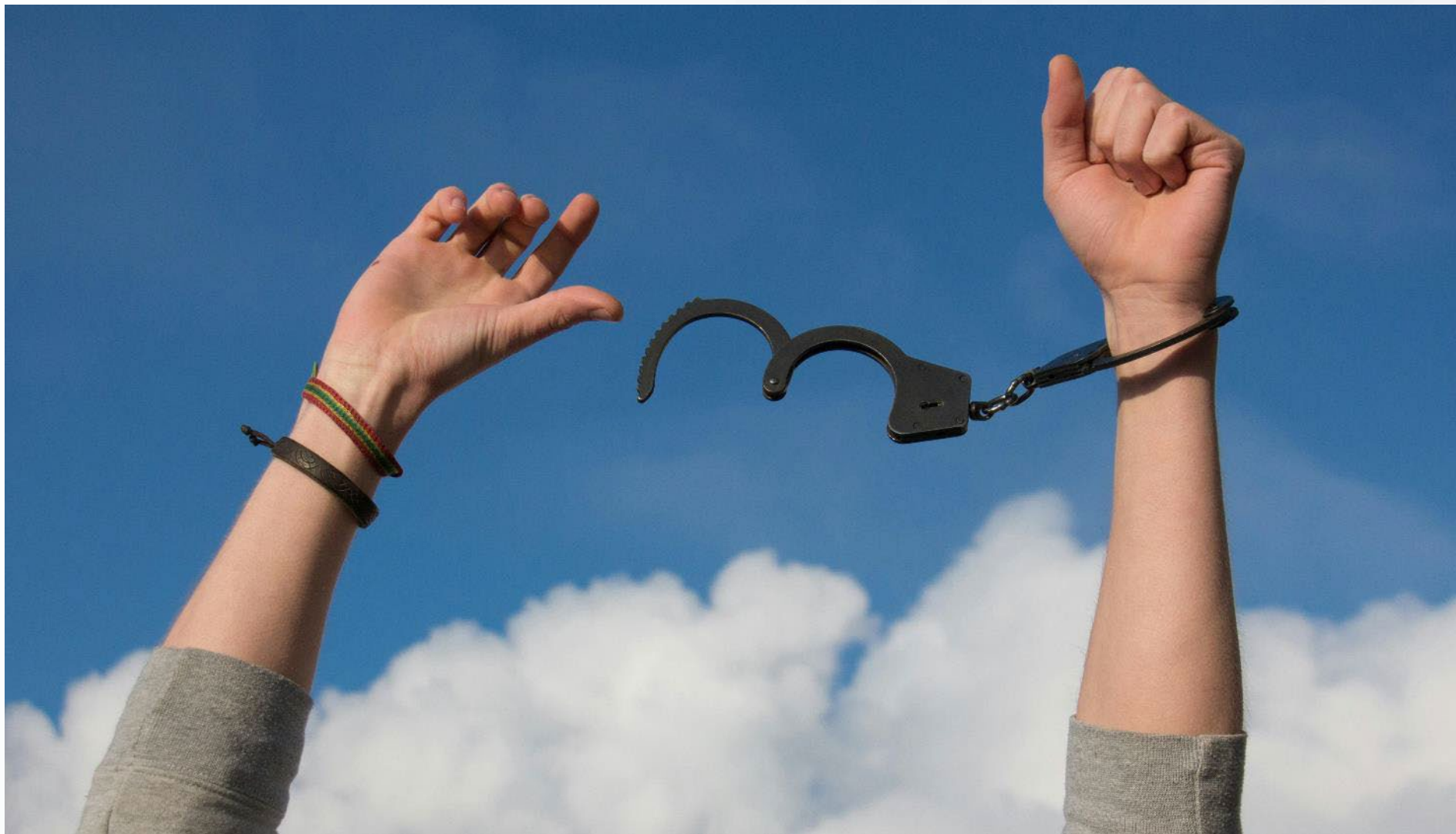


# The Generic Attributes

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# Autonomy

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# Influence

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# Complexity

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# Knowledge

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# Business Skills / Behavioural Factors





# What We See

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# The Individual Skills

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# Skills

## SFIA version 9 BETA-2 - Summary Chart

Disclaimer - content may be substantially modified prior to launch or may never be released.

Strategy and architecture							
<b>Strategy and planning</b>							
Strategic planning	ITSP	1	2	3	4	5	6 7
Information systems coordination	ISCO						6 7
Information management	IRMG		3	4	5	6 7	
Enterprise and business architecture	STPL			5	6 7		
Solution architecture	ARCH			4	5	6 7	
Innovation management	INOV				5	6 7	
Emerging technology monitoring	EMRG				4	5	6
Formal research	RSCH		2	3	4	5	6
Sustainability	SUST				4	5	6
<b>Financial and value management</b>							
Financial management	FMGT	1	2	3	4	5	6 7
Investment appraisal	INVA				4	5	6
Benefits management	BENM				3	4	5
Budgeting and forecasting	BLDF		2	3	4	5	6
Financial analysis	FNAN		2	3	4	5	6
Cost management	COMG				2	3	4
Demand management	DEMM				4	5	6
Measurement	MEAS		2	3	4	5	6
<b>Security and privacy</b>							
Information security	SCTY	1	2	3	4	5	6 7
Information assurance	INAS		2	3	4	5	6 7
Information and data compliance	PEDP				4	5	6
Vulnerability research	VURE		2	3	4	5	6
Threat intelligence	THIN		2	3	4	5	6
<b>Governance, risk and compliance</b>							
Governance	GOVN	1	2	3	4	5	6 7
Risk management	BURM		2	3	4	5	6 7
AI and data ethics	AIDE				3	4	5
Audit	AUDT		2	3	4	5	6 7
Quality management	QLMG		2	3	4	5	6 7
Quality assurance	QLAS		2	3	4	5	6
<b>Advice and guidance</b>							
Consultancy	CNCL	1	2	3	4	5	6 7
Specialist advice	TECH				4	5	6 7
Methods and tools	METL		2	3	4	5	6
Change and transformation							
<b>Change implementation</b>							
Portfolio management	POMG	1	2	3	4	5	6 7
Programme management	PGMG					5	6 7
Project management	PRMG					4	5
Portfolio, programme and project support	PROF		2	3	4	5	6
Delivery management	DEMG				3	4	5
<b>Change analysis</b>							
Business situation analysis	BLSA	1	2	3	4	5	6 7
Feasibility assessment	FEAS		2	3	4	5	6
Requirements definition and management	REQM		2	3	4	5	6
Business modelling	BSMO		2	3	4	5	6
User acceptance testing	BPTS				2	3	4
<b>Change planning</b>							
Business process improvement	BPRI	1	2	3	4	5	6 7
Organisational capability development	OCDD					5	6 7
Job analysis and design	JADN				3	4	5
Organisation design and implementation	OCDI				4	5	6 7
Organisational change management	OCMI		2	3	4	5	6
Organisational change enablement	OCEN				4	5	6
Development and implementation							
<b>Systems development</b>							
Product management	PROD	1	2	3	4	5	6 7
Systems development management	DUMG				4	5	6 7
Systems and software lifecycle engineering	SLEN		3	4	5	6 7	
Systems design	DSIN		2	3	4	5	6
Software design	SDMH		2	3	4	5	6
Network design	NTDS		2	3	4	5	6
Infrastructure design	IFDN		2	3	4	5	6
Hardware design	HWDE		2	3	4	5	6
Programming/software development	PROG		2	3	4	5	6
Systems integration and build	SINT		2	3	4	5	6
Functional testing	TEST		1	2	3	4	5
Non-functional testing	NFTS		1	2	3	4	5
Process testing	PRTS		1	2	3	4	5
Software configuration	PORT		2	3	4	5	6
Real-time/embedded systems development	RESD		2	3	4	5	6
Safety engineering	SFEN		2	3	4	5	6
Safety assessment	SFAS				4	5	6
Radio frequency engineering	RFEV		2	3	4	5	6
Animation development	ADEV		2	3	4	5	6
<b>Data and analytics</b>							
Data management	DATM	1	2	3	4	5	6 7
Data modelling and design	DTAN		2	3	4	5	6
Database design	DBDS				2	3	4
Data analytics	DANAN		2	3	4	5	6 7
Data science	DATS		2	3	4	5	6
Machine learning	MLNG		2	3	4	5	6
Business intelligence	BINT		2	3	4	5	6
Data engineering	DENG		2	3	4	5	6
Data visualisation	VDVL		2	3	4	5	6
<b>User centred design</b>							
User research	URCH	1	2	3	4	5	6 7
Customer Experience	CXP		2	3	4	5	6
Accessibility and inclusion	ACIN		2	3	4	5	6
User experience analysis	UNAN		2	3	4	5	6
User experience design	HCEV		2	3	4	5	6
User experience evaluation	USEV		2	3	4	5	6
<b>Content management</b>							
Content design and authoring	INCA	1	2	3	4	5	6 7
Content publishing	ICPM		1	2	3	4	5
Knowledge management	KNOW		2	3	4	5	6 7
Graphic design	GRDN		1	2	3	4	5
<b>Computational science</b>							
Scientific modelling	SCMO	1	2	3	4	5	6 7
Numerical analysis	NUAN				4	5	6 7
High-performance computing	HPCC				4	5	6 7
People and skills							
<b>People management</b>							
Performance management	PEMT	1	2	3	4	5	6 7
Employee experience	EEXP				4	5	6
Organisational facilitation	OFCL				4	5	6
Professional development	PDSV				4	5	6
Workforce planning	WFPL				4	5	6
Resourcing	RESC		2	3	4	5	6
<b>Skills management</b>							
Learning and development management	ETMG	1	2	3	4	5	6 7
Learning design and development	TMCR		2	3	4	5	6
Learning delivery	ETDL		2	3	4	5	6
Competency assessment	LEDA		2	3	4	5	6
Certification scheme operation	CSOP		2	3	4	5	6
Teaching	TEAC		2	3	4	5	6 7
Subject formation	SUBF				4	5	6 7
Delivery and operation							
<b>Technology management</b>							
Technology service management	ITMG	1	2	3	4	5	6 7
Application support	ASUP				2	3	4
Infrastructure operations	ITOP		1	2	3	4	5
System software administration	SYSP				2	3	4
Network support	NTAS		1	2	3	4	5
Systems installation and removal	HSIN		1	2	3	4	5
Configuration management	CFMG		2	3	4	5	6
Release management	RELM		2	3	4	5	6
Deployment	DEPL		2	3	4	5	6
Storage management	STMG		2	3	4	5	6
Facilities management	DCMA		2	3	4	5	6
<b>Service management</b>							
Service level management	SILMO	1	2	3	4	5	6 7
Service catalogue management	SCMG		2	3	4	5	6
Availability management	AMMT				4	5	6
Continuity management	COPL		2	3	4	5	6
Capacity management	CPMG		2	3	4	5	6
Incident management	LSUP		1	2	3	4	5
Problem management	PBAG		2	3	4	5	6
Change control	CHMG		2	3	4	5	6
Asset management	ASMG		2	3	4	5	6
Service acceptance	SEAC				3	4	5
<b>Security services</b>							
Security operations	SCAD	1	2	3	4	5	6 7
Identity and access management	IAMT		1	2	3	4	5
Vulnerability assessment	VUAS		2	3	4	5	6
Digital forensics	DFPS		2	3	4	5	6
Cybercrime investigation	CCIM		2	3	4	5	6
Offensive cyber operations	OCOP		2	3	4	5	6
Penetration testing	PENT		2	3	4	5	6
<b>Data and records operations</b>							
Records management	RMGT	1	2	3	4	5	6 7
Analytical classification and coding	ANCC		2	3	4	5	6
Database administration	DBAD		2	3	4	5	6
Relationships and engagement							
<b>Stakeholder management</b>							
Sourcing	SORC	1	2	3	4	5	6 7
Supplier management	SUPP		2	3	4	5	6 7
Contract management	ITCM		2	3	4	5	6 7
Stakeholder relationship management	RLMT				4	5	6 7
Customer service support	CSMG		1	2	3	4	5
Business administration	ADMN		1	2	3	4	5
<b>Sales and bid management</b>							
Bid/proposal management	BIDM	1	2	3	4	5	6 7
Selling	SALE				3	4	5
Sales support	SSUP		1	2	3	4	5
<b>Marketing</b>							
Marketing management	MTMG	1	2	3	4	5	6 7
Market research	MRCR				3	4	5
Brand management	BRMG				4	5	6
Customer engagement and loyalty	CELO				3	4	5
Marketing campaign management	MCMC				3	4	5
Digital marketing	DIKM		2	3	4	5	6

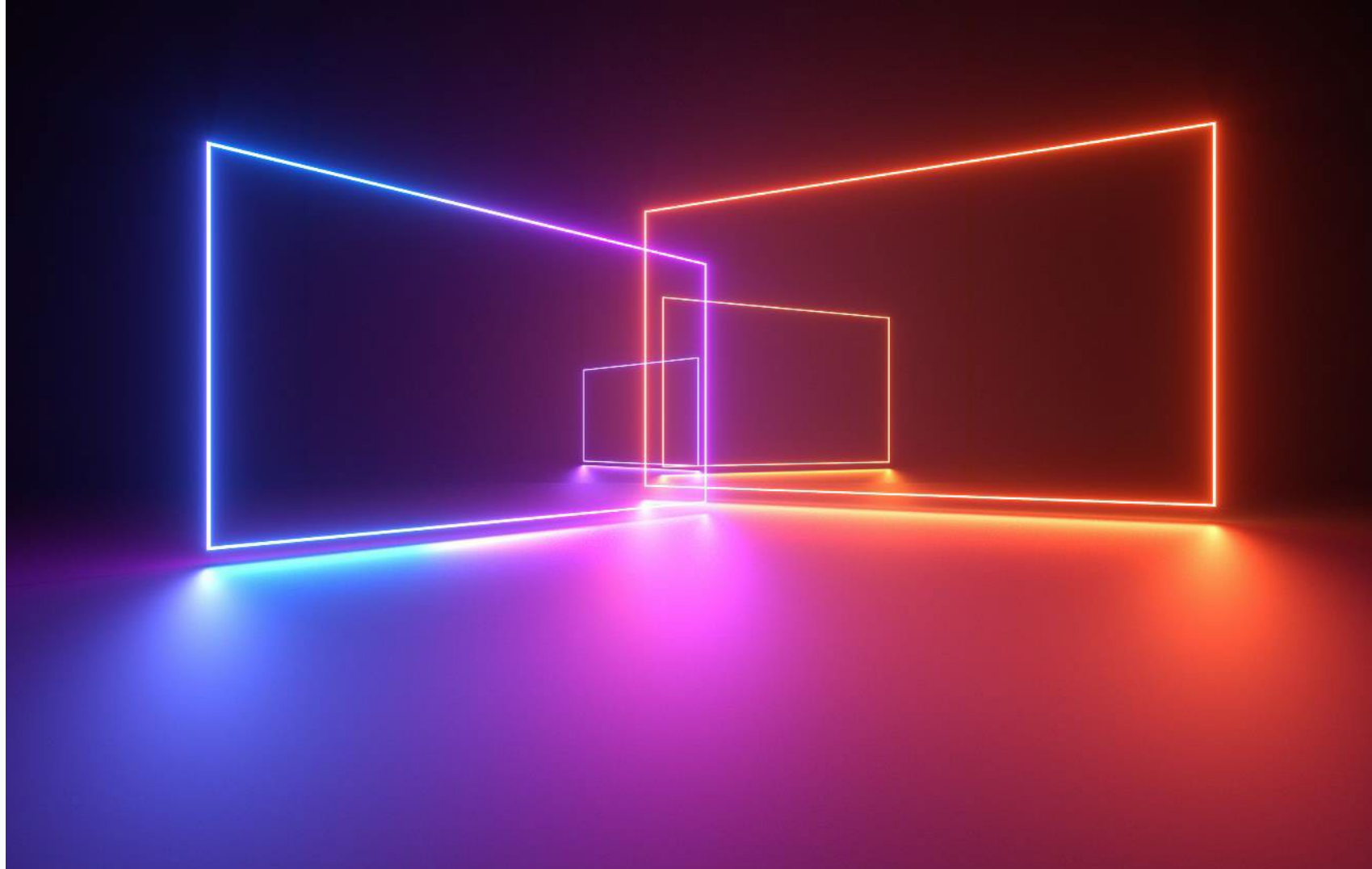


# Skills Categories & Subcategories

Strategy and architecture	Change and transformation	Development and implementation	Delivery and operation	People and skills	Relationships and engagement
Strategy and planning	Change implementation	Systems development	Technology management	People management	Stakeholder management
Financial and value mgmt.	Change analysis	Data and analytics	Service management	Skills management	Sales and bid management
Security and privacy	Change planning	User centered design	Security services		Marketing
Governance, risk and compliance		Content management			
Advice and guidance		Computational science			

# SFIA Views

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# Alphabetical List

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# What We See

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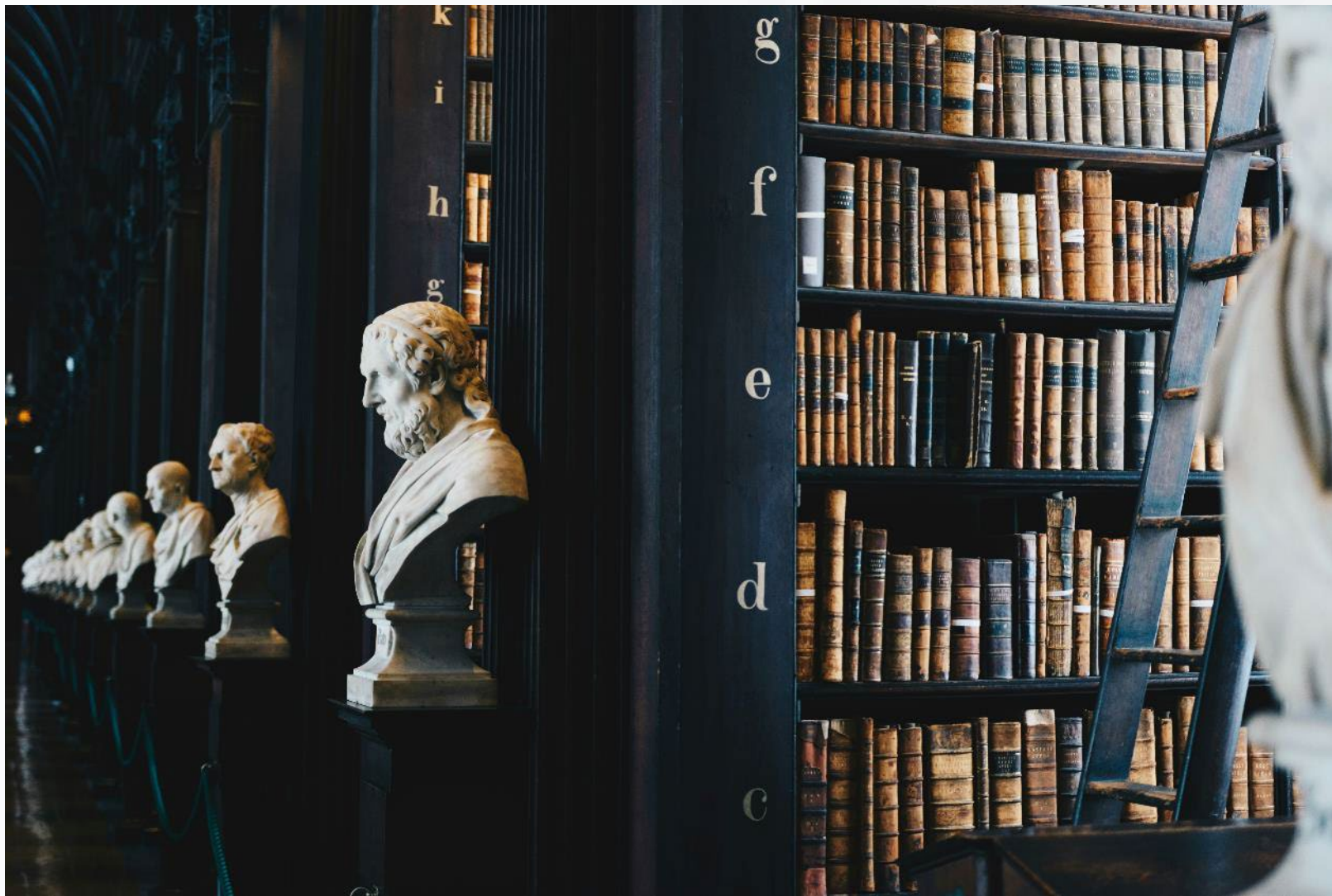
# Knowledge/Proficiency/Competency

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# Knowledge

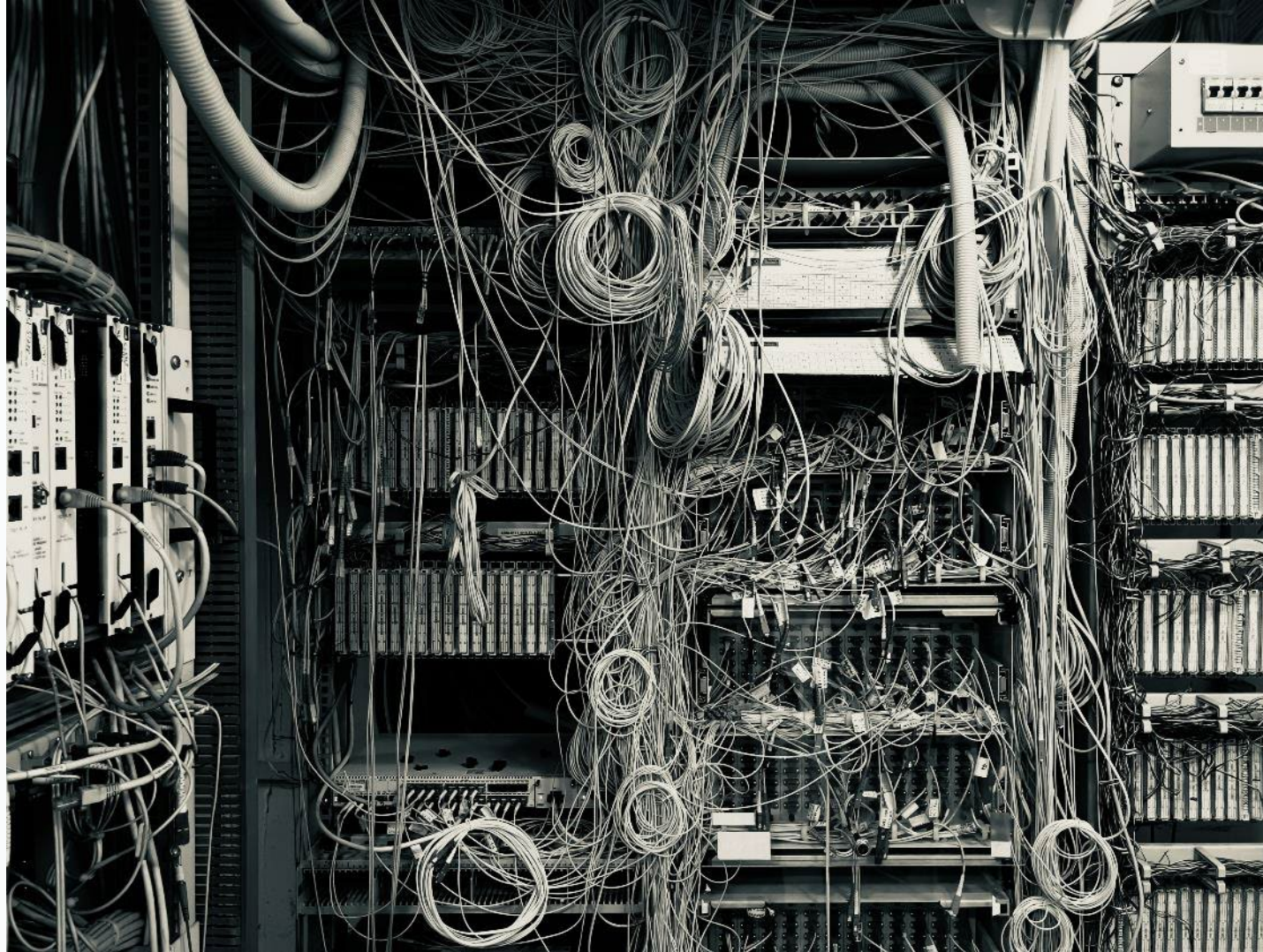
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# Proficiency

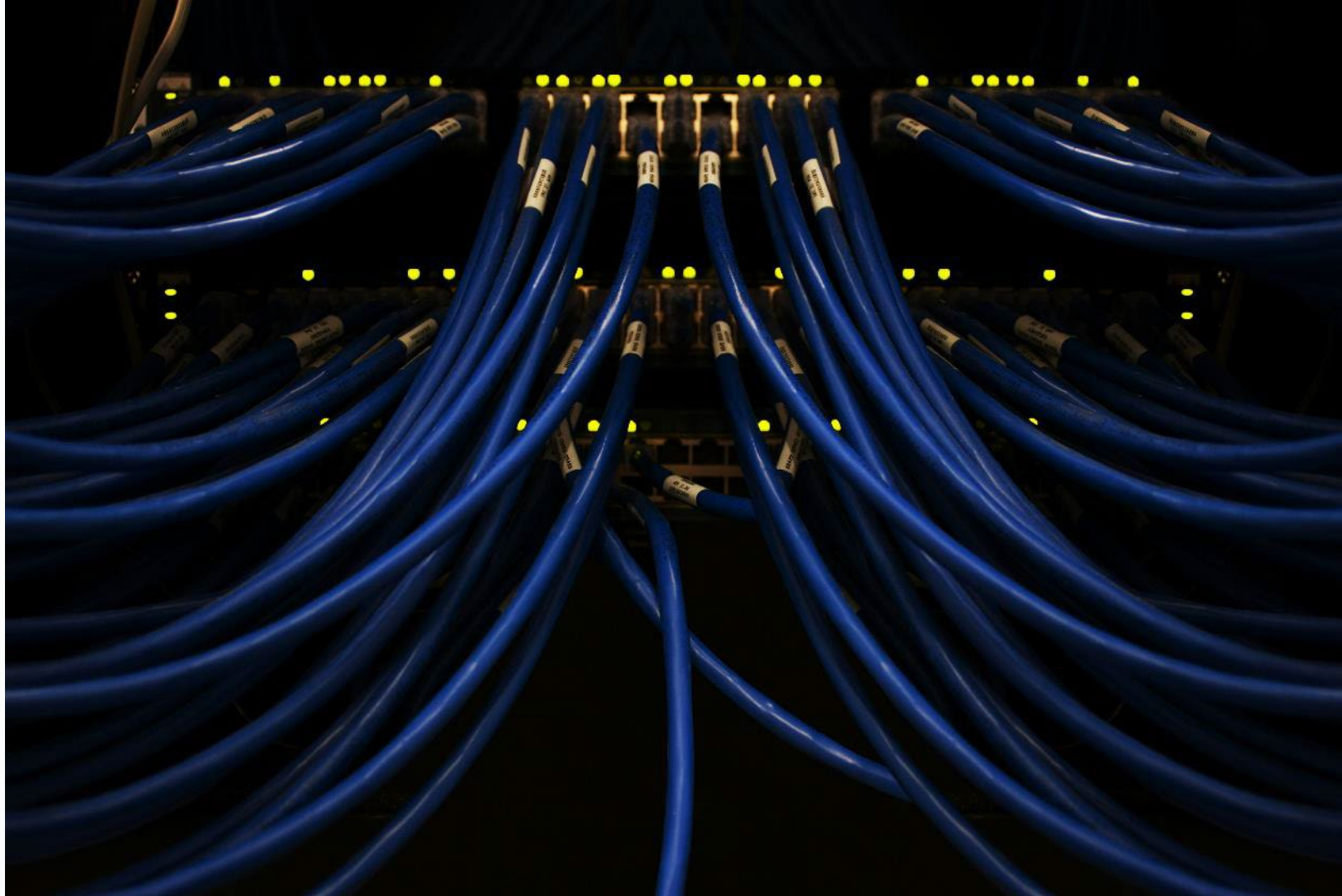
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# Competency

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# Doing the Assessment



# Keep it Current

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# Assess Generic Attributes

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# Read Through the Descriptions





# Note the Incremental Differences

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# Cover Each Generic Attribute

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# Where Do You Fit?

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# These Levels are Important

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# Assess Individual Skills

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# Select and Prioritise Skills to Assess

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# Keep it Toight

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# It's Not About Collecting Skills

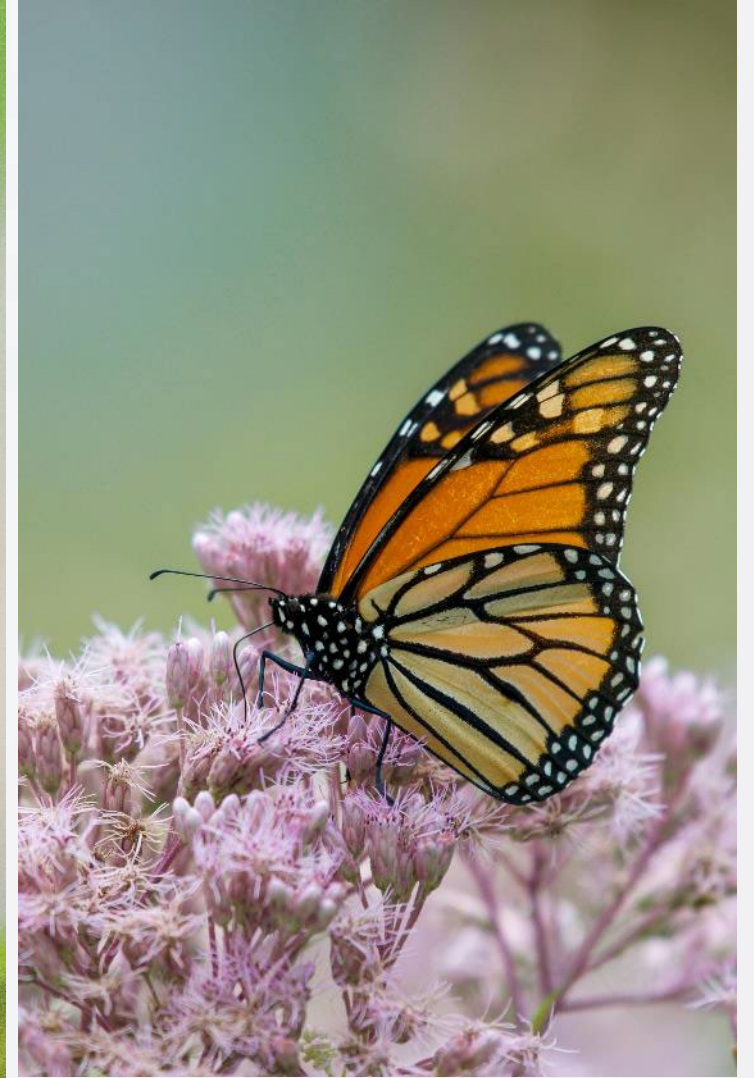
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# Your Profile Changes as You Do

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# Past/Present/Future



# Identify Relevant Skills

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# You Can Add More Later

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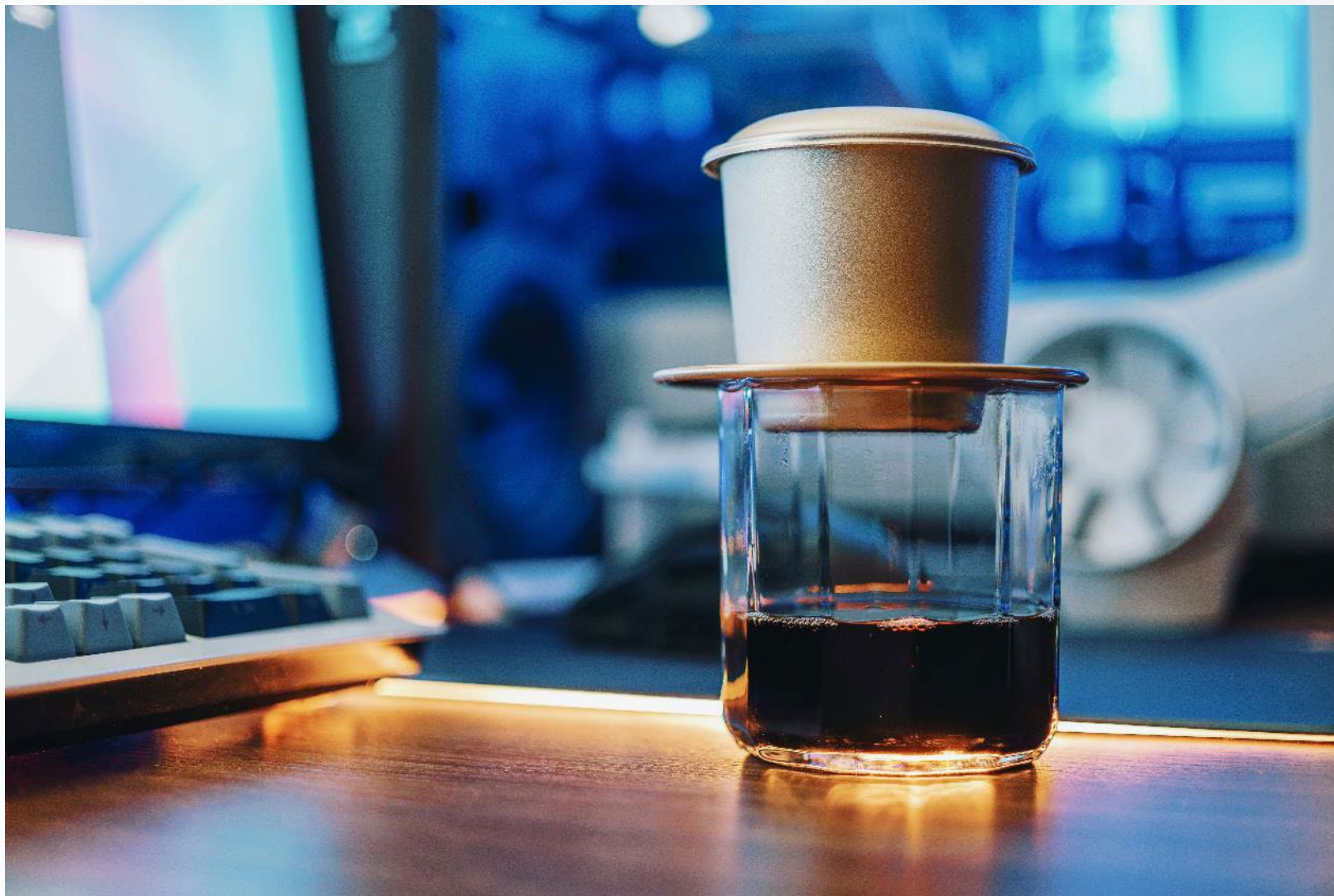
# Focus on Demonstrated Ability

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# Filter and Prioritise

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# Consider Creating 3 Sets

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# Skills I Definitely Have

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# Skills I May Have

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# Skills I Definitely Don't Have

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# Assess SFIA Skills & Levels

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# Check Overall Description

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# Read Guidance Notes





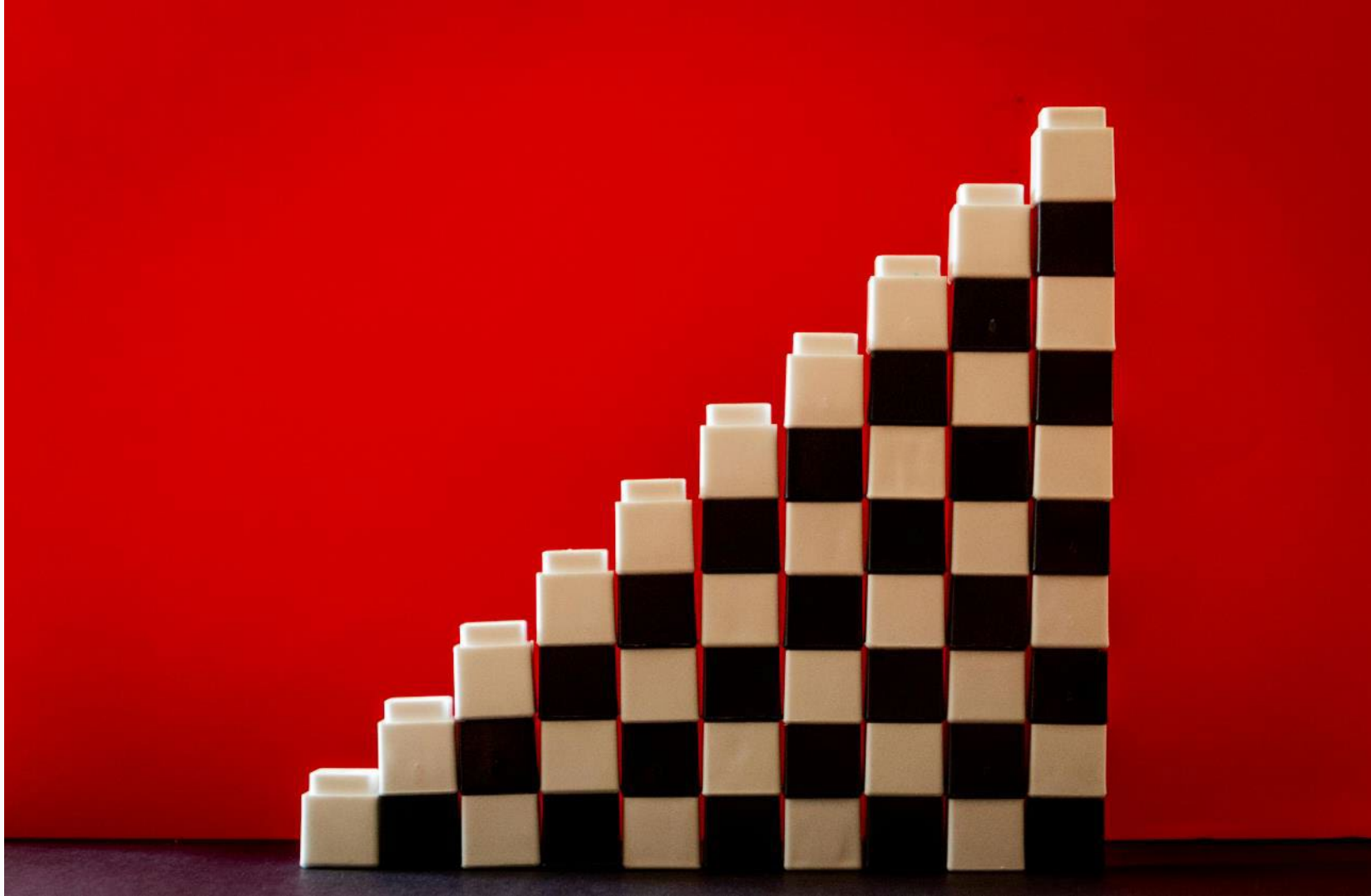
# Does that Sound Like You?

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# Consider Skill Level

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# Ask Yourself

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- Do I **know** how to perform the actions?
- Have I done this **recently** in a **real, professional** context?
- Have I done **all or most** of the actions?
- Have I **consistently and competently** delivered the expected outcomes?
- For each statement you should be able to say:
  - *“I have <statement> in my capacity as a <role>”*
- Find the highest level where you can confidently say yes to all the prompts.



# Collect Evidence

# Record Evidence



# Don't overthink it





# Evidence Statements

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## **Valid evidence statements must:**

- Be aligned with the SFIA definition of the skill
- Show application of the skill within the last 7 years
- Outline real-world application of a skill in a professional setting
- Show repeated or continual use of the skill

## **Good evidence statements should:**

- Be concise and relevant
- Focus on specifics such as "I applied this skill in a project over the last six months, performing XYZ tasks repeatedly."

# Potential Next Steps

# Get an Endorsed Profile

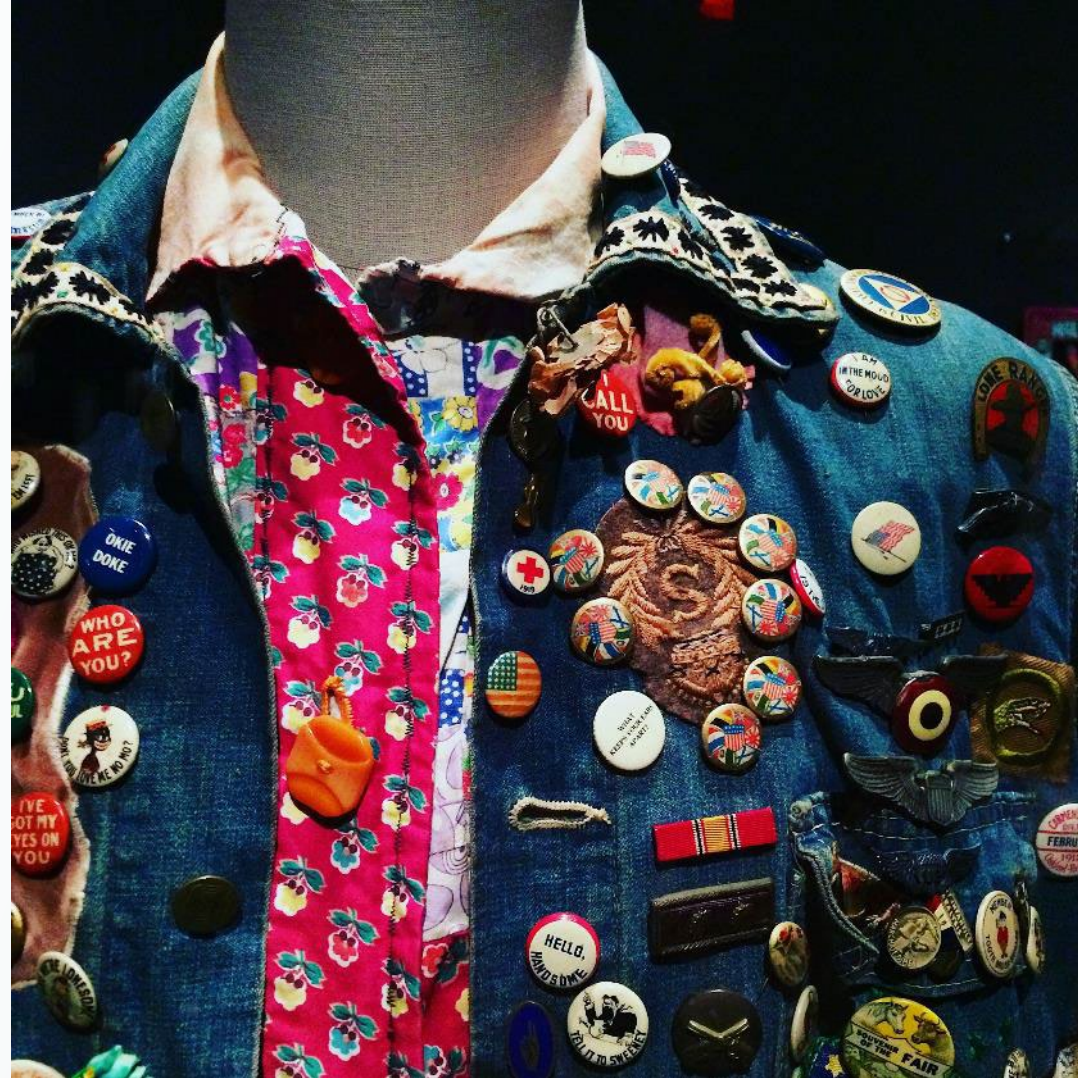
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# Digital Badging

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# Work With Your Manager

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# Professional Development





# Self-Assessment in Practice

A Quick Discussion

# Eilish Hoffman Mankelow

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- Careers Engagement Consultant
- Chartered Accounts Australia and NZ



# Questions?





Tristan Boot

Senior Consultant

hello@digitalskillsagency.com

Your partner for digital skills & capability

<https://digitalskillsagency.com>

