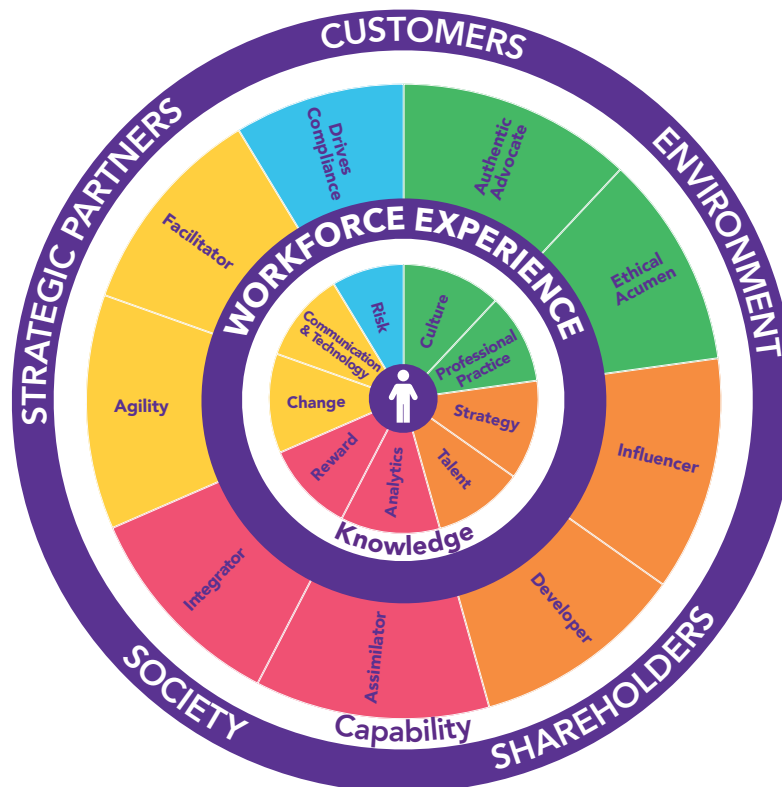# HRCI Capability Model™

Frequently Asked Questions

Q: What is the difference between the HRCI Capability Model™ and a competency model?

A: The HRCI Capability Model adapts to changing circumstances and serves to align practitioner competencies with organizational capabilities. In this model, Human Capital has more impact on an organization's success compared to an individual's competencies, which is typically emphasized in a competency model.

Q: Why did HRCI create the HRCI Capability Model™?

A: HRCI's stakeholders and business leaders expressed a desire for a more simplified, client-focused, agile, human-centric, modular and prescriptive model of HR without compromising on the legacy and validation processes which have made HRCI certifications globally unique and best in-class.

Q: What are the three primary applications of the HRCI Capability Model™?

A: This an evidenced-based, up-to-date model of HR that will help inform continued development of

learning content and products for the HR and business community. It serves as a roadmap designed to support and guide HR's diverse community of professionals as they pursue learning and assessment opportunities.

Q: What are the domains of the HRCI Capability Model™?

A: The HRCI Capability Model has nine (9) core knowledge domains aligned with nine (9) core capability domains. These domains are grouped into five (5) outcome-based 'huddles' aligned with the stakeholder/s most impacted by that set of knowledge and capabilities.

Stakeholders	Competency / Capabilities
Enterprise	Leadership & Management
Organization	Impact & Engagement
Team/Project	Intelligence & Design
People/Individuals	Mindset & Networks
Governmental	Compliance

Q: Does the capability model address the appropriate career/experience ratio of theory-to-practice?

A: The primary application of the capability model is to define the knowledge and capabilities of an HR professional as they develop and grow throughout their career. It serves as a very high-level view into the content HR professionals can expect to find throughout HRCI certification and learning programs. This high-level view broadly identifies the different aspects of HRCI's eight exam content outline categories. These categories are far too broad compared to the exam focus that revolves around specific job roles and competency.

With your career growth, the expectation is your knowledge and capabilities will increase as you further your career advancement.

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Q: Does this change the exam content or how I prepare for my HRCI certification exam?

A: No, not at this time. The exam, as well as the exam content outlines will remain the same. The HRCI Capability model will serve as a framework for certification preparation and learning.

Q: Does the HRCI Capability Model™ have a compliance component?

A: The model's compliance refers to any work-related activity that is required by jurisdiction, law, regulation, policy, common practice or industry convention – excluding any activities that are discretionary or do not involve third-party oversight or verification.

Q: Why is it important that the HRCI Capability Model™ closely aligns knowledge and capability?

A: HRCI's Capability Model is explicitly balanced in terms of evidence-based theory and professional practice because both are necessary for sustainable and ethical outcomes. As a true generalist model, the focus is on multiple layers/levels within an organization.

Q: My academic HR department would like to incorporate this capability model into our curriculum, who may I contact?

A: HRCI recognizes the role the HRCI Capability Model can play in developing and guiding HR curriculums. If you are interested in learning more about incorporating the model into your curriculum, please contact bd@hrci.org.

HRCI