Experience: 0 = None, 1 = Awareness, 2 = Ability, 3 = Expertise, 4 = Leadership	Job Titles			Employee Name
Skill	ID I	ID II	ID III	Pat Designer
Research				
VOC	1	2	3	4
Interviews	2	3	4	4
Analytics/BI	1	2	2	4
Usability Testing -Setup	3	4	4	4
Usability Testing - Script and Facilitate	3	4	4	4
Usability Testing - Analysis and Reporting	3	4	4	4
A/B Test	1	2	3	4
Session Replay & Heatmaps	2	3	3	4
Usability White Papers	2	3	4	4
Design Research	1	2	3	4
AVG	1.9	2.9	3.4	4
SUM	19	29	34	40
Interaction Design/Planning				I
Personas	2	3	3	3
Empathy Map	2	3	3	3
Customer Journey Map Diagram user tasks, not interface features	2	3	4	3
Interface Flowchart Diagram interface features/tools/pages	2	3	4	3
Site Map	2	3	3	3
Card Sort & Tree Test	2	3	3	3
Information Design/Content Strategy	2	2	3	3
UX Audit/Heuristic Evaluation	2	3	4	3
Idea Management	2	3	4	3
Requirements Gathering	2	3	4	3
AVG	2	2.9	3.4	3
SUM	20	29	34	30
UI Design				I
Sketches	2	2	2	2
Wireframes illustrate concept, what's on page, not exact specs / design	2	3	3	2
Mockups/Comps exact specs and design, WYWIWYG	1	1	1	2
Style/Brand Standards: comp, grids, typography, color theory, etc.	1	1	1	2
Layout, Hierachy	2	2	2	2
Defining Guidelines	1	2	3	2
Proof of Concept demo functionality, not exact specs / design	1	2	2	2
Prototypes interactive (demo/test)	2	3	3	2
Collaborate with Creative	1	2	2	2
AVG	1.444444	2	2.111111	2
SUM	13	18	19	18
Development				
HTML/CSS/JS Support	0	1	2	0
UX QA of Dev Work	1	2	2	0
AVG	0.5	1.5	2	0
SUM	1	3	4	0
Objectives				II
Guidelines	2	3	4	1
Growth - Individual	3	3	3	1
Growth - Team	1	2	3	1
Evangelize UX	2	2	3	1
Research New Tools	2	2	3	1
AVG	2	2.4	3.2	1
SUM	10	12	16	5
Soft Skills				I
Analytical Thinking	2	3	4	2
Creative Thinking	1	2	2	2
Facilitation of meetings, brainstorms, and critiques	2	3	4	2
Effective Communication	2	3	3	2
Teamwork/Collaboration	2	2	3	2
Leadership - Design Thinking	1	2	3	2
Leadership - People	1	2	3	2
AVG	1.571429	2.428571	3.142857	2
SUM	11	17	22	14
Content				
Strategic planning	1	2	3	2
Creating microcopy	1	2	3	2
Creating content	1	2	2	2
AVG	1	2	2.666667	2
SUM	3	6	8	6

Score Average

	Research	Interaction Design/Planning	UI Design	Development	Objectives	Soft Skills	Content
ID I	1.9	2	1.444444444	0.5	2	1.571428571	1
ID II	2.9	2.9	2	1.5	2.4	2.428571429	2
ID III	3.4	3.4	2.111111111	2	3.2	3.142857143	2.666666667
Pat Designer	4	3	2	0	1	2	2

Score SUM

	Research	Interaction Design/Planning	UI Design	Development	Objectives	Soft Skills	Content
ID I	19	20	13	1	10	11	3
ID II	29	29	18	3	12	17	6
ID III	34	34	19	4	16	22	8
Pat Designer	40	30	18	0	5	14	6