

Know-How DEFINITIONS

DEFINITION: Know-How is the sum total to every kind of skill, however acquired, required for acceptable job performance. This sum total which comprises the overall "savvy" has 3 dimensions — the requirements for:

- 1** Practical procedures, specialized techniques, and scientific disciplines.
- 2** Know-How of integrating and harmonizing the diversified functions involved in managerial situations occurring in operating, supporting, and administrative fields. This Know-How may be exercised consultatively (about management) as well as executively and involves in some combination the areas of organizing, planning, executing, controlling and evaluating.
- 3** Active, practicing, face-to-face skills in the area of human relationships (as defined at right).

MEASURING KNOW-HOW: Know-How has both scope (variety) and depth (thoroughness). Thus, a job may require some knowledge about a lot of things, or a lot of knowledge about a few things. The total Know-How is the combination of scope and depth. This concept makes practical the comparison and weighing of the total Know-How content of different jobs in terms of: "How much knowledge about how many things."

3 HUMAN RELATIONS SKILLS

- 1. BASIC:** Ordinary courtesy and effectiveness in dealing with others.
- 2. IMPORTANT:** Understanding, influencing, and/or serving people are important, but not critical considerations.
- 3. CRITICAL:** Alternative or combined skills in understanding, selecting, developing and motivating people are important in the highest degree.

KNOW-HOW

		MANAGERIAL KNOW-HOW											
		I. MINIMAL			II. RELATED			III. DIVERSE			IV. BROAD		
		1	2	3	1	2	3	1	2	3	1	2	3
SCIENTIFIC DISCIPLINES PRACTICAL PROCEDURES SPECIALIZED TECHNIQUES	A. PRIMARY	50 57 64	57 64 71	64 71 78	64 71 78	71 78 85	78 85 92	78 85 92	85 92 99	92 99 106	85 92 99	92 99 106	99 106 113
	B. ELEMENTARY VOCATIONAL	71 78 85	78 85 92	85 92 99	78 85 92	85 92 99	92 99 106	85 92 99	92 99 106	99 106 113	78 85 92	85 92 99	92 99 106
	C. VOCATIONAL	85 92 99	92 99 106	99 106 113	85 92 99	92 99 106	99 106 113	85 92 99	92 99 106	99 106 113	71 78 85	78 85 92	85 92 99
	D. ADVANCED VOCATIONAL	99 106 113	106 113 120	113 120 127	99 106 113	106 113 120	113 120 127	99 106 113	106 113 120	113 120 127	71 78 85	78 85 92	85 92 99
	E. BASIC TECHNICAL-SPECIALIZED	113 120 127	120 127 134	127 134 141	113 120 127	120 127 134	127 134 141	113 120 127	120 127 134	127 134 141	71 78 85	78 85 92	85 92 99
	F. SEASONED TECHNICAL-SPECIALIZED	127 134 141	134 141 148	141 148 155	127 134 141	134 141 148	141 148 155	127 134 141	134 141 148	141 148 155	71 78 85	78 85 92	85 92 99
	G. TECHNICAL-SPECIALIZED MASTERY	141 148 155	148 155 162	155 162 169	141 148 155	148 155 162	155 162 169	141 148 155	148 155 162	155 162 169	71 78 85	78 85 92	85 92 99
	H. PROFESSIONAL MASTERY	155 162 169	162 169 176	169 176 183	155 162 169	162 169 176	169 176 183	155 162 169	162 169 176	169 176 183	71 78 85	78 85 92	85 92 99
		KH			PS			AC			TOTAL		
		152											
		SUPERVISOR KEY PUNCH											
		304											
		ACTUARIAL SPECIALIST RESEARCH ASSOCIATE											
		700											
		AREA MANAGER											

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A Gutmann



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