



unext

# UNext's Proprietary Role-based Quotient Framework

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The Definitive Future Skills Roadmap For  
Your Enterprise

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# Overview

Skill gaps are parasitical in nature. As a universal concern, chances are highly likely that your enterprise is enduring a crisis of talent and productivity stagnation due to skill gaps as well.

While the next step obviously appears as a training intervention for your diverse teams, what's pivotal is an exhaustive assessment of your current capabilities before deploying an L&D program.

This is where **UNext's Role-based Quotient Framework** comes in. One of the most meticulously crafted assessments from UNext, this is the fitting jigsaw piece that enables your enterprise to look at the bigger picture and take ideal actions and course corrections to nurture the most future-ready workforce for your visions and strategies for the year.

Let's explore what the program is about, why it is vital for your enterprise, and how it works.



# What Is A Role-Based Quotient Assessment Framework?

RBQs are designed using UNext Learning's proprietary framework that help:



Employees discover their strengths and areas of improvement



Organizations understand future readiness to identify employee development goals and plans

## How Does It Work?

RBQ assesses an individual's proficiency in a skill or competency, by defining the qualities and behaviors expected from the role that the individual performs. Assessments are tailored for each role and help identify where individuals stand with respect to what is expected from them.

For the most precise outcomes, we implement a systematic procedure to identify applicable parameters and goals to address any persisting skill gaps in your organization.

### Step 1: Role Definition

The first step involves identifying the learner profile, which could be one of the following three:



Specialist: Builds or manages solutions



Decision Maker: Decides organizational goals and investment in resources and tools



User: Uses data and data powered tools or software



## Step 2: Listing Expected Qualities For Each Role

Once the role to be assessed is determined, the next step is to identify ideal competencies and qualities for that particular role. While the expected competency of a specialist would demand in-depth understanding of tools and techniques for a particular concept, a user can have basic familiarity or understanding about a subject.

## Step 3: Identifying Behavioral Indicators

Every technical parameter is also mapped to specific behavioral parameters ideal for the role as it further tightens expected outcomes. This is the 3rd step of the program and to give you a more comprehensive idea, a sample for behavioral indicators for Data Analysis skills is featured below:

Expected Quality	Behavioral Indicators
<b>Familiarity with Concepts</b>	<ul style="list-style-type: none"><li>▪ Has knowledge of terms like data mining, data visualization, and predictive analytics, etc.</li><li>▪ Displays foundational understanding of different types of data</li><li>▪ Displays foundational understanding of data sources</li><li>▪ Displays foundational understanding of data processing and analysis techniques</li></ul>
<b>Data Interpretation</b>	<ul style="list-style-type: none"><li>▪ Is able to draw meaningful conclusions from basic statistical measures, charts, and graphs</li></ul>
<b>Data Driven Decision Making</b>	<ul style="list-style-type: none"><li>▪ Is able to use data insights for making recommendations</li><li>▪ Is able to use data insights for optimizing processes</li><li>▪ Is able to use data insights for identifying opportunities for improvement</li></ul>
<b>Data Awareness and Ethics</b>	<ul style="list-style-type: none"><li>▪ Is aware of data privacy and security considerations</li><li>▪ Understands ethical implications related to data usage</li><li>▪ Adheres to relevant policies and guidelines</li><li>▪ Is able to handle data appropriately and respect privacy rights</li></ul>



## Step 4: Question Bank Creation & Assessments Design

An RBQ question bank is created to assess an individual's capacity to display the defined behavioral indicators. The RBQ assessment consists of a mix of questions of different difficulty levels that help determine which qualities and behaviors are an employee's strengths and where they need to improve.

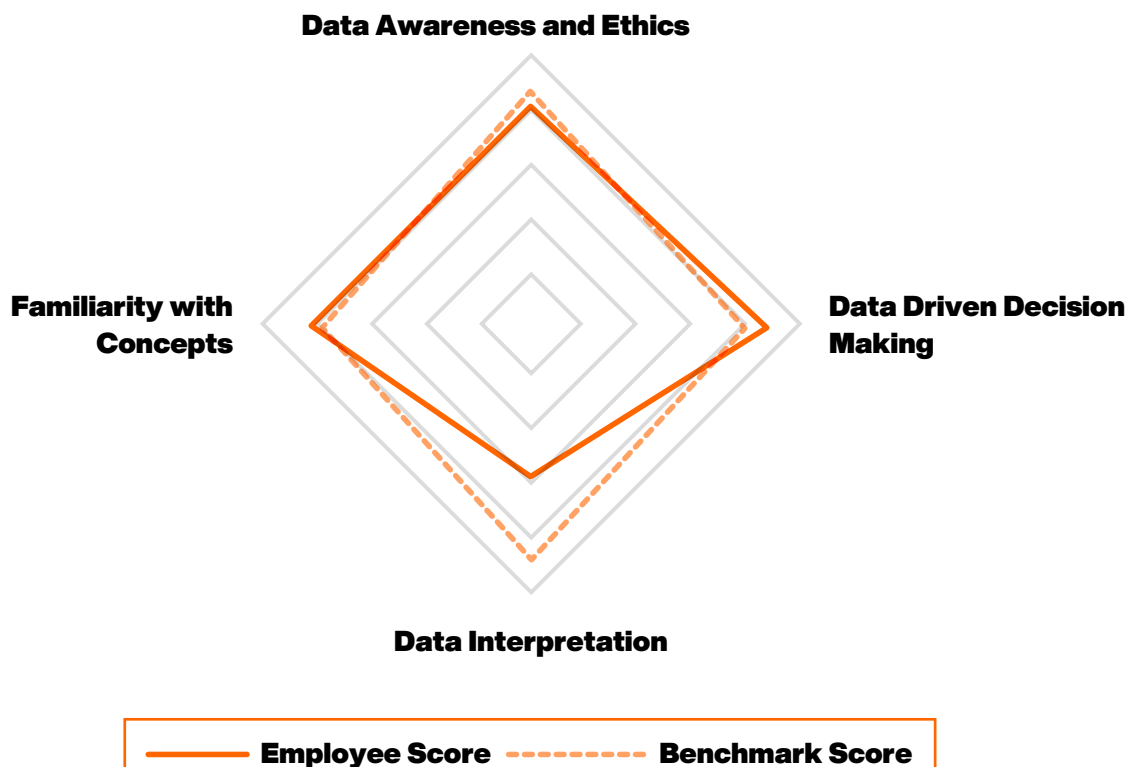
## Step 5: Individual & Organizational Quotient

The final step is the analysis of an individual at granular levels to help employees identify strengths and areas of improvement. Organizational quotient helps leaders understand organizational readiness for strategic initiatives and L&D teams identify development priorities.

### Sample Visualization Of Our Competency Scores

#### Employee #1: Data Analysis Quotient Summary

*Role: User*



# The Assessments Spectrum

Depending on your organization's needs, we can deploy the Role-based Quotient Framework to conduct distinct assessments across:

Category	RBQ Assessments
<b>Technical</b>	<ul style="list-style-type: none"><li>▪ Artificial Intelligence</li><li>▪ Machine Learning</li><li>▪ Internet of Things</li><li>▪ Cloud Computing</li><li>▪ Data Analytics</li><li>▪ Data Visualization</li><li>▪ Big Data</li><li>▪ Blockchain</li><li>▪ Robotic Process Automation</li><li>▪ Virtual Reality</li><li>▪ Cybersecurity Solutions</li><li>▪ Quantum Computing</li><li>▪ Edge Computing</li><li>▪ Digital Twins</li><li>▪ Generative AI</li></ul>
<b>Functional</b>	<ul style="list-style-type: none"><li>▪ Delivery Management</li><li>▪ Product Management</li><li>▪ Design Thinking</li><li>▪ Financial Management</li><li>▪ Project Management</li><li>▪ Business Analysis</li><li>▪ Quality Assurance and Testing</li><li>▪ Database Management</li><li>▪ Network Administration</li><li>▪ System Integration</li><li>▪ Marketing Strategy</li><li>▪ Supply Chain Management</li><li>▪ Legal Compliance</li><li>▪ Risk Management</li><li>▪ Research and Development</li></ul>
<b>Professional</b>	<ul style="list-style-type: none"><li>▪ Leadership</li><li>▪ Communication</li><li>▪ Negotiation</li><li>▪ Strategic Thinking</li><li>▪ Decision Making</li><li>▪ Innovation</li><li>▪ Teamwork and Collaboration</li><li>▪ Conflict Resolution</li><li>▪ Adaptability and Flexibility</li><li>▪ Creativity and Innovation</li><li>▪ Emotional Intelligence</li><li>▪ Problem-Solving</li><li>▪ Critical Thinking</li><li>▪ Cultural Awareness and Diversity</li><li>▪ Presentation Skills</li></ul>





# Why An Assessment Program Is Decisive In Implementing Solid Training Programs

Driven by market competition and pressured by intentions to arrive as a pioneer in respective domains, enterprises splurge a major portion of their budget in workforce training. There are hardly any systematic approaches deployed to study in detail the capabilities shortcomings and requirements for impactful training programs.

Enterprises realize the misalignment in training programs only in the long run, often when it's too late.

It's this loophole that our Role-based Quotient Framework patches, offering businesses real-time insights on critical data touchpoints and prescribing training programs that seamlessly map outcomes and skill gaps for the most impactful results and RoI.

## Deploy A High-performing Team With UNext

Now that a definitive roadmap is available that not just hints at but directs you towards progress, performance, and profitability, it's the ideal time to screen your workforce on skills of the future. Reach out to us to tailor an assessment program to stop guessing and start measuring the real impact of digital transformation initiatives.



# About UNext

UNext (Part of Manipal Education and Medical Group) prioritizes 360-degree talent transformation through upskilling. We offer industry-relevant programs that help enterprises transform their talent through customized learning solutions across hierarchies. We have partnered with clients across IT-ITeS / BFSI / Automobiles / Healthcare / Manufacturing / Consulting / Retail / Pharma & more segments in training tech and non-tech audiences across various customized programs.

**15+ years**  
of providing learning solutions

**40,000+**  
Pre-joining programs

**20,000+**  
Corporate bootcamps

**6,000+**  
Role based programs

We have partnered with clients across IT-ITeS / BFSI / Automobiles / Healthcare / Manufacturing / Consulting & more segments in training tech and non-tech audiences in emerging technologies through various customized programs.

## Transform Your Workforce With Us

By tailoring programs for diverse domains and market segments across distinct functional roles, we offer the most practical and relevant workforce transformation programs in the market. Our program ecosystems are designed to seamlessly tackle massive volumes of simultaneous cohorts so you can precisely implement your workforce transformation goals. Reach out to us today.



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