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Chapter 1 5 The McClelland/McBer Competency Models John Raven We have seen how the staff of David McClelland's consulting firm- McBer-conducted their competency studies in the 1970s and 1980s and evolved a framework for describing the nature and levels of those competencies. This was first published in full by Lyle and Signe Spencer in 1993 and

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Need for achievement (N-Ach) is an individual's desire for significant accomplishment, mastering of skills, control, or high standards.The term was first used by Henry Murray and associated with a range of actions. These include: "intense, prolonged and repeated efforts to accomplish something difficult. To work with singleness of purpose towards a high and distant goal.

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