



Competency and Attributes Matrix for Governing Boards

Instructions:

- CABRO encourages organizations to use or modify this form to understand current knowledge, skills, abilities, experiences and attributes of its governance teams. The form can assist in identifying board competency gaps, diversity gaps and future needs
- Complete the matrix below for each board member. Leave the field blank if it does not apply. If you require more space, attach a separate sheet
- For additional information and examples, refer to the [CABRO Competency and Attributes Guide](#)
- Please send completed forms by email to abc@gov.bc.ca

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Part A – General Information

Name of Board or Public Sector Organization

Date Completed (DD/MMM/YYYY)

Part B – Current Board Competencies and Attributes

Type or write the name of each board member and write or list the competencies and attributes that apply. Leave the field blank if it does not apply. If you have more than eight board members, attach a separate sheet.

Competencies	Current Board Members							
	1.	2.	3.	4.	5.	6.	7.	8.
Communications								
Financial								



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Competencies	Current Board Members							
	1.	2.	3.	4.	5.	6.	7.	8.
Human Resources								
Information Management / Technology (IM/IT)								
Legal								
Public Sector								
Sector-Specific								



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Competencies	Current Board Members							
	1.	2.	3.	4.	5.	6.	7.	8.
Lived Experience								
Environment								
Social								
Governance								
Attributes								
Age								
Regional Representation								



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Attributes	Current Board Members							
	1.	2.	3.	4.	5.	6.	7.	8.
Diversity								

Part C – Gap Analysis

After completing the matrix, use the space here to describe current board strengths and where there may be gaps in competencies, attributes and/or diversity. Include observations on diversity of thought or perspective.