

Intellectual Property Licenses



For These Competency Management System Tools

Career Development Guide

Thirty-Five Guides
280 pages of tips and resources



Interview Guides

Thirty-Five Guides
Conduct structured event interviews



Competency Dictionary Plus

Thirty-Five Competencies
By level of proficiency and role

Licensing and Services

A WorkitECT intellectual property license enables organizations to embed competency language into existing systems, leverage familiar technology to streamline new program initiatives, and gain buy-in for new programs.

Intellectual Property Licenses— Tailored to Your Needs

Alter, copy, modify, use.

The tools in the WorkitECT Competency Management System (also known as the Competency Bundle) are available as intellectual property licenses for your organization's internal use. Purchasing a WorkitECT intellectual property (IP) license gives your organization the freedom to alter, copy, and modify WorkitECT content for use within your organization.

Organizations can use an intellectual property license to:

- Create competency models for your organization.
- Create competency-based job profiles and descriptions.
- Modify WorkitECT Competency Dictionary competency definitions to fit your corporate culture.
- Load Competency Dictionary competencies into your performance or talent management systems
- Put WorkitECT's competency-based interview questions into your own database or recruitment software for easy retrieval.
- Create an individual development plan application and load the Competency Development Guide content into your internal systems.

Your Situations. Our Solutions.

Our intellectual property licenses let you incorporate WorkitECT content into your internal systems and tailor them to your organization's needs. The Competency Dictionary is available in Spanish, French Italian, and German.

Contact licensing@workitECT.com to request more information on any of our intellectual property licenses.

Workitect FAQ about IP Licenses



What is “Intellectual Property”?

Intellectual property (IP) refers to creations of the mind, such as inventions, literary and artistic works, designs and symbols, names and images used in commerce.

What is a Copyright?

A copyright is a type of intellectual property (IP) that gives the creator of an original work, or another owner of the right, the exclusive, legally secured right to copy, distribute, adapt, display, and perform a creative work, usually for a limited time.

The United States Patent and Trademark Office (USPTO) is the federal agency for granting U.S. patents and registering trademarks. The U.S. Copyright Office registers copyright claims and records information about copyright ownership.

What does an IP License allow you to do?

An IP license allows you to use and copy the Workitect content and create derivative works based on the Workitect content for internal business use.

What do you mean by Workitect content?

All Workitect’s products are protected by copyright. The content contained within these products make up Workitect’s intellectual property. Any use of the Workitect products without an Intellectual Property license is copyright infringement.

What is a derivative?

A derivative is any translation, modification, correction, addition, extension, upgrade, improvement, compilation, abridgment or other form in which enough original creative work has been added so that the new work represents a new original work of authorship.

What do you really buy?

You buy the “right” to:

- Load Workitect’s content on your intranet for your employees to print and use.
- Incorporate the content into internal training materials.
- Create a 360° feedback survey with the content.
- Create condensed versions of the content (e.g., include only 20 of the 35 competency development guides).

- Change the content (e.g., renaming some of the competencies to better fit the organization).
- Embed and cascade the Workitect content throughout your organization the way you want, when you want, and how you want.

These are only a few of the things you can do with our content. When you purchase an IP license, the possibilities are almost endless with what you can do with the content within your organization.

In what format is the content provided?

The content is provided in Word or Excel format. We provide the content in this way so you can create your own materials.

Can I translate the content in other languages?

Yes. The Workitect Competency Dictionary, with definition and behavioral indicators for each competency are available in German, Spanish, French, and Italian. They are included with each license at no extra charge. We can provide translations of additional IP materials, including the dictionary competencies by levels of proficiency and job role level, for an additional fee. Contact us for additional information and a cost estimate. Employees who are provided access to translated materials are included in the determination of the license fee.

How can technical or functional competencies be included in competency models and applications?

These competencies can be determined through interviews and expert panels that are conducted as part of the model building process. The identified competencies can then be listed under the Technical Expertise (#21) competency in our dictionary.

What type of Technical Support will I receive when I purchase an IP license?

Workitect does not provide technical support for loading the content in your intranet system or internal software. You are not receiving a software system. We provide raw content, in a Word™ or Excel™ format.

WorkitECT FAQ about IP Licenses



Do I receive instructions on how to use the content?

No. You do not receive instructions on how to use the materials. If you need directions for using the content, we recommend you attend one of our Building Competency Models Certification workshops or contact us at (800) 870-9490.

Does the license also include consulting?

No. Purchasing an Intellectual Property license does not include consulting services; however, if you need help implementing the content and/or customizing to fit your organization, we have consultants that can help you for an additional fee. Contact us at (800) 870-9490 for more information.

Do I need to buy a license if I bought the Competency Development Guide or Competency Interview Guides, or have a list of the WorkitECT competencies? Can't I just re-type all or some of the words?

No. You need to buy a license to reproduce our content or to create derivatives. Retyping our content or using our content to create customized materials without a license is copyright infringement.

Can I discuss our situation and needs with a WorkitECT consultant to determine if a WorkitECT IP license is a good fit for our organization?

Yes. We can easily schedule a telephone or Zoom call, or a demo of WorkitECT's products, services, and certification workshops. Contact us at licensing@workitECT.com or (800) 870-9490 to schedule a day and time.

Obtaining an IP License

Licensing Basics. The purchase of a WorkitECT intellectual property (IP) license enables you to take WorkitECT's research-based and experience-tested content and "surface coat" it with your organization's unique phraseology or tailor it to meet your organization's specific needs. By purchasing a license, you are purchasing the freedom to alter, copy, and modify WorkitECT content for use within your organization.

Licensing Uses. Here are a few examples of the types of things you can accomplish with the purchase of an IP License for WorkitECT products (depending on the License purchased):

- Create a competency model for your organization
- Create competency-based job profiles and descriptions
- Modify competency definitions to fit your corporate culture and business needs
- Load WorkitECT competencies into your performance management or talent management system
- Put WorkitECT's competency-based interview questions into your own database or recruitment software for easy retrieval
- Make WorkitECT content available to employees via your password protected Intranet site

License Files. With the purchase of a WorkitECT IP License, you receive an electronic file (typically Word or Excel) containing the text content of the product file you purchased. Then you may copy and modify the content for your organization's internal use. In a nutshell, WorkitECT IP Licenses enable you to take WorkitECT's research-based content for HR practices and "make it your own."

Licensing Prices. Licenses are priced based on the total employee count of an organization and/or the number of employees expected to ultimately use the content. WorkitECT's research-based and experience-tested content is intended to be integrated into internal systems and processes that usually reach all levels of an organization. License Fees are a one-time fee. There are no annual renewal fees.

Licensing Process. After you have decided which WorkitECT IP Licenses best meet the needs of your organization, WorkitECT will send you a License Agreement. This Agreement must be signed and returned to WorkitECT before we can provide the content file. After signing the Agreement, we will generate the invoice for the WorkitECT IP License and deliver the files via a file hosting service, e.g. Dropbox, upon payment of the invoice.

Who do I contact to get started?

Please contact licensing@workitECT.com or call (800) 870-9490.

For more information, please contact licensing@workitECT.com www.workitECT.com