

CAPRI Framework — Open Use Statement

CAPRI — **Capability Assessment Profile Respecting Individuality** — is a framework developed by **Dr Darrall G Thompson** for supporting assessment, feedback, reflection, and capability development across education, professional learning, and organisational contexts. This comprehensive framework can make important capabilities visible, rather than allowing them to be obscured by overall percentage marks and grading systems.

The framework is organised around five broad capability domains with colour code designation where appropriate:

1. **Communication and Collaboration (C)**
The assessment criteria would relate to such things as oral presentations, written essays, explanations, visual presentations, the development of in-group interactions and ability in various team roles.
2. **Attitudes and Values (A)**
The assessment criteria would relate to respect for one's own work and the work of others, valuing ethics, sustainability, multicultural points of view, care, resilience, and responsibility.
3. **Practical and Organisational Capability (P)**
This category of assessment criteria relates to technical skills, operational techniques, application of methods, calculation, acquisition of disciplinary knowledge, planning, physical and mental training.
4. **Research and Critical Thinking (R)**
Assessment criteria in this category relate to fact-finding, literature surveys, research methods, the ability to think analytically and make informed criticism of one's own work and the work of others.
5. **Innovation and Creativity (I)**
These criteria are to do with inventiveness, versatility, thoughtful risk-taking, imagination, creative concepts and produce, innovative problem-solving, natural curiosity and creative experimentation.

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Users are welcome to adapt CAPRI for their own learning, assessment, feedback, staff development, curriculum design, professional capability mapping, or organisational reflection processes.

Suggested attribution:

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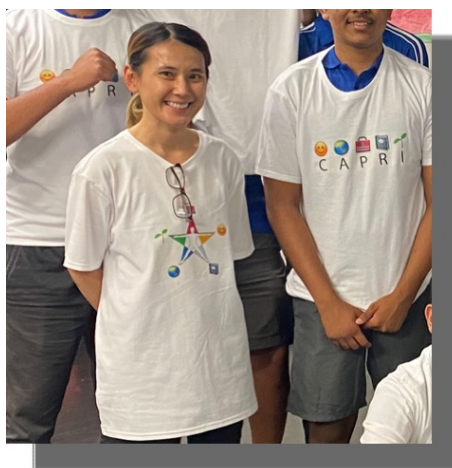
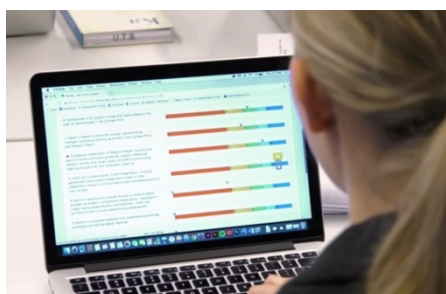
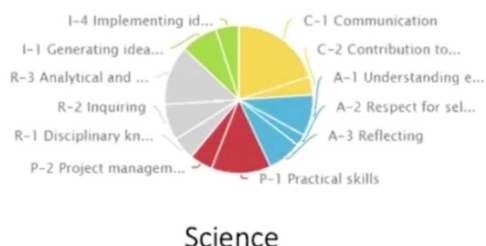
See Page 2 for references and the suggested use of colours, symbols and emoji's.



CAPRI Framework — References and assessment colour coding

The following references outline a selection of CAPRI framework applications in the field of education at high school and university levels. Usage for performance reviews in business contexts has been proposed but there are currently no documented examples.

The original implementations used visual marking software called ReView, where assessment outcomes were presented through coloured pie charts and bar charts to show cross-disciplinary and longitudinal development across the five CAPRI categories.



- Journal Article: Thompson D.G. (2016) ‘Marks should not be the focus of assessment— but how can change be achieved?’ *Journal of Learning Analytics*, 3(2), 193–212.
<http://dx.doi.org/10.18608/jla.2016.32.9>
- Recorded Webinar explaining CAPRI used for high school student entry to University (10 mins):
<https://vimeo.com/1030256260>
- Student Animation explaining Graduate Attributes using the CAPRI framework (1 min 30secs)
<https://youtu.be/X7O9nVT0Yo8>

CAPRI Category	Suggested symbol	Colour	Apple Emoji or similar
Communication and Collaboration	yellow pentagon	🟡	😊 smile
Attitudes and Values	blue circle	🟦	🌐 globe
Practical and Organisational Capability	red square	🟥	🧰 toolbox
Research and Critical Thinking	grey triangle	⚪	📖 notebook
Innovation and Creativity	green star	🟩	🌱 seedling

Note: The CAPRI colours are not randomly assigned. They draw on the ideas that relate to the five psychological primary colours and are used to support meaningful distinctions between the category groups. The emojis are also chosen to echo key ideas within the category descriptions on page 1.

