

What Skillforests is

Skillforests is a way of managing skills that borrows its best idea from video games: the skill tree. Instead of job descriptions full of adjectives and reviews full of vibes, every role gets a **forest** — a living map of all the skills that role needs, how they connect, and the order in which they're learned.

A forest is made of **trees** (areas of knowledge, like "Testing" or "Styling"), trees are made of **skills**, and every skill is something concrete you either hold or don't — at a level you can name. Look at someone's forest and you can see where they stand, what they can take on next, and exactly what the next promotion requires.

Three things make it different from the competency frameworks you may have met before:

- **It's team-specific.** The trees are built *with* the team doing the work, not downloaded from a generic framework. A map of the work you actually do beats a map of work in general.
- **It's collaborative.** Building and maintaining a forest is a shared activity, and that's part of the point — the conversations are as valuable as the map.
- **It's honest by design.** Levels are defined so concretely that placing yourself doesn't require guessing, and the whole method leans on keeping that placement truthful.

And you don't need software to start. The method has been run for years on paper, sticky notes, and wall charts. The map matters more than the medium.



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