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	Sher: Capabil Source: Adapted from Humphrey, 1989, chapter	ity Maturity Model 1. See also van Vliet, 1999, section 6.6.	
Level	Characteristic	Key Challenges	
5. Optimizing	Improvement fed back into process	Identify process indicators "Empower" individuals	
4. Managed	(Quantitative) measured process	Automatic collection of process data Use process data to analyze and modify the process	
3. Defined	(Qualitative) process defined and institutionalized	Process measurement Process analysis Quantitative Quality Plans	
2. Repeatable	(Intuitive) process dependent on individuals	Establish a process group Identify a process architecture Introduce SE methods and tools	
1. Initial	Ad hoc / Chaotic No cost estimation, planning, management.	Project Management Project Planning Configuration Mgmnt, Change Contro Software Quality Assurance	

















