

## Thinking, Creativity, and Communication

Developing skills and knowledge about how one thinks, solves problems, demonstrates creativity, and communicates

Skill	Definition	Defined as:	Artifacts
<b>Problem solving</b>	Generating, evaluating & implementing solutions to problems	<ul style="list-style-type: none"> <li>• Identifying a Problem</li> <li>• Locating, gathering and organizing relevant information</li> <li>• Generating solutions/alternatives</li> <li>• Choosing a solution from the alternatives</li> <li>• Implementation of a solution</li> </ul>	<i>Example: reflection piece on outcomes from a problem or conflict, letter of reference</i>
<b>Thinking</b> (Critical, Reflective & Systems)	Using logical, attentive & organized thought processes	<ul style="list-style-type: none"> <li>• Demonstrating the ability to identify, analyze information, problems, questions and/or issues based on previously understood information, concepts and experiences</li> <li>• Draws conclusions and/or applies knowledge to new situations or settings</li> </ul>	<i>Example: reflection piece listing application or multiple layers of information</i>
<b>Reasoning</b> (Quantitative & Effective)	Drawing complex information from a variety of sources to create decisions or inform opinions	<ul style="list-style-type: none"> <li>• The use of related resources and/or data as a basis for developing solutions, decisions and/or opinions</li> <li>• Demonstrates the ability to filter out “noise” and focus on the relevant and necessary resources to effectively navigate problems or to make informed decisions.</li> </ul>	<i>Example: letter of support from participants/members of a group outlining specifics</i>
<b>Creativity and Innovation</b>	Forms insightful work through mental, emotional & creative processes	<ul style="list-style-type: none"> <li>• Generating innovative solutions and employing unique analyses</li> </ul>	<i>Example: portfolio of creative work</i>
<b>Communication</b> (Verbal and Written)	Listening, speaking & signaling so others can understand	<ul style="list-style-type: none"> <li>• Expressing relevant information clearly, correctly, and succinctly</li> <li>• Using eye contact, body language and non-verbal expression as appropriate to the person's culture</li> <li>• Receiving information by attending, comprehending complex messages</li> <li>• Applying effective and active interpersonal communication skills</li> <li>• Observing and attending to nonverbal cues</li> <li>• Using persuasion and influence to gain commitment and ensure support for proposed ideas</li> <li>• Using a variety of methods to compile information and prepare written documents on paper, on computers, or adaptive devices</li> </ul>	<i>Example: recorded presentation, copies of communication of complex messages</i>

Personal Development and Self-Realization			
Understanding and developing who you are and how who you are intersects with others and groups			
Skill	Definition	Defined as:	Artifact
<b>Personal Beliefs</b> (Spiritual development)	Explores issues of purpose, meaning, beliefs, and/or faith	<ul style="list-style-type: none"> <li>Explores and articulates a personal belief system</li> <li>Understands roles of spirituality in personal and group values and behaviors</li> <li>Critiques, compares, and contrasts various belief systems</li> <li>Explores issues of purpose, meaning, beliefs, and/or faith</li> </ul>	<i>Example: reflection piece on personal belief and purpose for pursuing academic studies related to career choice</i>
<b>Ethics, Values &amp; Integrity</b>	Incorporates dependability, honesty, and trustworthiness	<ul style="list-style-type: none"> <li>Incorporates ethical reasoning into action</li> <li>Explores and articulates the values and principles involved in personal decision-making</li> <li>Acts in congruence with personal values and beliefs</li> <li>Accepts personal accountability</li> </ul>	<i>Example: student participates in case study project that incorporates values and ethical reasoning</i>
<b>Self-management &amp; Respect</b>	Identity Awareness / Understanding	<ul style="list-style-type: none"> <li>Understanding self, Self-appraisal &amp; Goal setting (learning Reconsidered)</li> <li>Time management, personal wellness, planning organization, risk taking and adaptability</li> <li>To gain insight; functions without need for constant reassurance from others</li> <li>Balances needs of self with needs of others</li> </ul>	<i>Example: student employee participated in 360 degree feedback from peers and supervisor</i>
<b>Identity Development</b>	Integrates aspects of identity	<ul style="list-style-type: none"> <li>Integrates multiple aspects of identity into a coherent whole</li> <li>Recognizes and exhibits interdependence in accordance with environmental, cultural, and personal values</li> <li>Identifies and commits to important aspects of self</li> </ul>	<i>Example: reflection from a seminar on identity development</i>
<b>Emotional Intelligence &amp; Resilience</b>	Uses emotional information to guide thinking and behavior	<ul style="list-style-type: none"> <li>The ability to recognize one's own and other people's emotions, to discriminate between different feelings and label them appropriately</li> </ul>	<i>Example: student completes an EI assessment</i>

## Leadership in Practice

Developing a personal philosophy of leadership that includes the understanding of self, others, and community with responsibilities inherent to community membership

Skill	Definition	Defined as:	Artifact
<b>Meaningful Relationships</b>	A relationship that is of personal significance based on respect and support	<ul style="list-style-type: none"> <li>• Establish mutually rewarding relationships with colleagues and friends by listening and considering others' points of view</li> <li>• Treats others with respect</li> <li>• Recognizing the need for interdependence toward the benefit of an organization or group</li> </ul>	
<b>Collaboration</b>	Seeks the involvement and feedback of others in order to contribute to the achievement of a group goal	<ul style="list-style-type: none"> <li>• Ability to come together to accomplish a goal</li> <li>• Working with others to complete a task</li> <li>• Sharing of knowledge and practices</li> </ul>	<i>Example: use of collaboration in a major program</i>
<b>Team leadership</b>	Provides guidance to a team by demonstrating exemplary behaviors	<ul style="list-style-type: none"> <li>• Ability to recognize and respond to the gifts and ideas of others, work collaboratively towards a common goal with others, and learn in multiple contexts</li> <li>• Fulfilling commitments, attendance and punctuality, attending to details, following directions, ask appropriate questions to clarify any instructional ambiguities</li> </ul>	<i>Example: Stepping up to assume the responsibility in a major project.</i>
<b>Navigation of Organizational Culture</b>	The ways an organization conducts its business, as well as the values that hold the organization together	<ul style="list-style-type: none"> <li>• Understanding the patterns and expectations of the organization to support and/or change goals, processes, and activities</li> <li>• Participation in multiple roles or levels in an organization or group</li> </ul>	

## Diversity, Social Responsibility and Civic Engagement

Developing knowledge, skills, and activism that supports and understands cultures and community engagement

Skill	Definition	Defined as:	Artifact
<b>Cultural Knowledge &amp; Competence</b>	Understand and communicate effectively within cultures	Defined as: <ul style="list-style-type: none"> <li>• Navigating conversations and environments with cultures using verbal and non-verbal communication</li> <li>• Identifying positive characteristics and challenges associated within identities</li> <li>• Navigation intraculturally and interculturally</li> </ul>	
<b>Global Perspective</b>	Understand the links between our own lives and the lives of others throughout the world in a social, political and/or environmental context	Defined as: <ul style="list-style-type: none"> <li>• identifying similarities and distinctions with your culture and other cultures in all three contexts</li> </ul>	<i>Example: reflection on cultural differences and similarities</i>
<b>Social Justice</b>	Advocate for a just society where all people have a right to fair and equitable treatment, support, and resources	Defined as: <ul style="list-style-type: none"> <li>• Being articulate and providing concrete examples of oppression, privilege, and power and how one advocates for equality where the results benefit all.</li> </ul>	<i>Example: reflection from participation in an advocate role</i>
<b>Civic Responsibility (Knowledge &amp; Engagement)</b>	Exemplify actions and attitudes associated with democratic governance and social participation, including participation in your community	Defined as: <ul style="list-style-type: none"> <li>• Inclusive Community –contributing to a culture where everyone is valued, heard and respected.</li> </ul>	