Thinking, Creativity, and Communication			
Developing skills and knowledge about how one thinks, solves problems, demonstrates creativity, and communicates			
Skill	Definition	Defined as:	Artifacts
Problem solving and Reasoning (Quantitative, Effective)	Generating, evaluating & implementing solutions to problems and drawing complex information from a variety of sources to create decisions or inform opinions	• Identifying a problem • Locating, gathering and organizing relevant information • Generating solutions/alternatives • Choosing a solution from the alternatives • Implementation of a solution • The use of related resources and/or data as a basis for developing solutions, decisions, and/or opinions • Demonstrates the ability to filter out "noise" and focus on the relevant and necessary resources to effectively navigate problems or to make informed decisions	*Example: reflection piece on outcomes from a problem of conflict, letter of reference*
Thinking (Critical, Reflective, & Systems)	Using logical, attentive, and organized thought processes	• Demonstrating the ability to identify, analyze information, problems, questions, and/or issues based on previously understood information, concepts, and experiences • Draws conclusions and/or applies knowledge to new situations or settings	*Example: reflection piece listing application or multiple layers of information*
Creativity and Innovation	Forms insightful work through mental, emotional, and creative processes	• Generating innovative solutions and employing unique analyses	*Example: portfolio of creative work*
Communication (Verbal and Written)	Listening, speaking, and signaling so others can understand	• Expressing relevant information clearly, correctly, and succinctly • Using eye contact, body language, and non-verbal expression as appropriate to the person's culture • Receiving information by attending, comprehending complex messages • Applying effective and active interpersonal communication skills • Observing and attending to nonverbal cues • Using persuasion and influence to gain commitment and ensure support for proposed ideas • Using a variety of methods to compile information and prepare written documents on paper, on computers, or adaptive devices	*Example: recorded presentation, copies of communication of complex messages*

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:	Artifacts
Personal Beliefs (Spiritual development)	Exploring issues of purpose, meaning, beliefs, and/or faith	• Explores and articulates a personal belief system • Understands roles of spirituality in personal and group values and behaviors • Critiques, compares, and contrasts various belief systems • Explores issues of purpose, meaning, beliefs, and/or faith	*Example: reflection piece on personal belief and purpose for pursuing academic studies related to career choice*
Ethics, Values, & Integrity	Incorporates dependability, honesty, and trustworthiness	• Incorporates ethical reasoning into action • Explores and articulates the values and principles involved in personal decision-making • Acts in congruence with personal values and beliefs • Accepts personal accountability	*Example: student participates in case study project that incorporates values and ethical reasoning*
Self-management & Respect	Identity Awareness / Understanding	• Understanding self, Self-appraisal, & Goal setting (learning Reconsidered) • Time management, personal wellness, planning organization, risk taking and adaptability • To gain insight; functions without need for constant reassurance from others • Balances needs of self with needs of others	*Example: student employee participated in 360 degree feedback from peers and supervisor*
Identity Development, Emotional Intelligence, & Resilience	Integrates aspects of identity and uses emotional information to guide thinking and behavior	• Integrates multiple aspects of identity into a coherent whole • Recognizes and exhibits interdependence in accordance with environmental, cultural, and personal values • Identifies and commits to important aspects of self • The ability to recognize one's own and other people's emotion, to discriminate between different feelings and label them appropriately	*Example: reflection from a seminar on identity development, student completes an Emotional Intelligence assessment*

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:	Artifacts
Meaningful Relationships	A relationship that is of personal significance based on respect and support	• Establishing mutually rewarding relationships with colleagues and friends by listening and considering others' points of view • Treats others with respect • Recognizing the need for interdependence toward the benefit of an organized group	*Example: illustration of a mentor/mentee relationship or providing/receiving support from others*
Collaboration	Seeks the involvement and feedback of others in order to contribute to the achievement of a group goal	• Ability to come together to accomplish a goal • Working with others to complete a task • Sharing of knowledge and practices	*Example: use of collaboration in a major program*
Team Leadership	Provides guidance to a team by demonstrating exemplary behaviors	• 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 • Fulfilling commitments, attendance and punctuality, attending to details, following directions, asking appropriate questions to clarify any instructional ambiguities	*Example: Stepping up to assume the responsibility in a major project*
Navigation of Organizational Culture	The ways an organization conducts its business, as well as the values that hold the organization together	• Understanding the patterns and expectations of the organization to support and/or change goals, processes, and activities • Participation in multiple roles or levels in an organization or group	*Example: reflection piece on how the organization operates, and their role within that operation*

Diversity, Social Responsibility, and Civic Engagement

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

Skill	Definition	Defined as:	Artifacts
Cultural Knowledge & Competence	Understand and communicate effectively within cultures	• Navigating conversations and environments with cultures using verbal and non-verbal communication • Identifying positive characteristics and challenges associated within identities • Navigation intraculturally and interculturally	*Example: reflection about understanding of their own personal identities, and those of others*
Global Perspective	Understand the links between our own lives and the lives of others throughout the world in a social, political, and/or environmental context	• Identifying similarities and distinctions with your culture and other cultures in all three contexts	*Example: reflection on cultural differences and similarities*
Social Justice	Advocate for a just society where all people have a right to fair and equitable treatment, support, and resources	• Being articulate and providing concrete examples of oppression, privilege, and power and how one advocates for equality where the results benefit all	*Example: reflection from participation in an advocate role*
Civic Responsibility (Knowledge & Engagement)	Exemplify actions and attitudes associated with democratic governance and social participation, including participation in your community	• Inclusive Community – contributing to a culture where everyone is valued, heard, and respected	*Example: volunteering in the community with an organization focused on a specific social issue, participating in dialogue with differing perspectives*