

# Competencies Framework

Meta Competency	Competency	Skills	Learning Outcomes
1) Fundamental	Communication	Oral	Organize thoughts and express them clearly in conversations and interactions, so that the intended audience understands.
		Written	Organize thoughts and express them clearly, concisely, and correctly in writing so that the intended audience understands.
		Networking (strategic)	Cultivate and maintain positive relationships with others to optimize individual and organizational success.
		Public Speaking	Adapt and present information clearly and effectively so that the intended audience understands .
	Digital Fluency	Evolving Technology Skills	Stay informed with new technology, innovations, and trends; use relevant technology effectively to communicate, solve problems, and complete tasks.
		New Media Literacy	Use a variety of digital media platforms effectively and appropriately.
		Online Etiquette	Demonstrate professionalism and integrity when interacting in an online space.
	Creativity & Innovation	Innovative & Creative Thinking	Brainstorm and formulate new ideas; develop and refine innovative thought through the gathering and synthesis of information from a variety of sources.
		Strategic Thinking	Analyze a situation using a variety of data points in order to recommend the best action going forward.
		Design Thinking	Solve a problem or innovate an idea by understanding multiple perspectives, generating strategic ideas and methods to solve the problem, testing these ideas, and redefining the problem if necessary.
	Organization	Goal Setting	Identify what is to be achieved. Ensure objectives are clear and well-defined.
		Time Management	Prioritize actions and rank them in order of importance. Divide time among specific activities in order to meet deadlines efficiently and effectively.

		Planning & Coordination	Plan and organize the actions and work activities of self, and others. Manage and coordinate tasks.
		Implementation	Execute a plan (method, design, idea, model, policy) in order to meet specified objectives.
	Critical Thinking	Research	Locate, collect, and organize data from a variety of sources to create new insights.
		Analysis	Examine sources and data to draw conclusions and apply findings, understand a theory, or framework, or promote a point of view.
		Decision Making	Make timely and sound decisions based on the relevance of the information at hand, and draw conclusions objectively, confidently, and wisely.
		Complex Problem Solving	Identify and make sense of multi-layered and multi-faceted problems and conceptualize alternative pathways and/or resolutions.
	Numeracy & Financial Literacy	Mathematical Knowledge	Understand and use mathematical concepts, theories, and/or equations correctly.
		Budgeting	Demonstrate the knowledge and skills required to manage financial resources effectively.
		Data Analytics	Examine numerical data and mathematical concepts to draw conclusions and apply findings, understand a theory or framework, or promote a point of view.

2) Personal	Self-Awareness	Mindfulness	Become more conscious of personal feelings, character, motives, values, and desires through self-reflection.
		Empathy	Consider the viewpoints and feelings of others in order to better understand their thoughts and perspectives.
		Emotional Intelligence	Regulate emotional responses appropriately and use empathy to take appropriate action, build deeper trust, and develop authentic connections with others.
		Spiritual Awareness	Conceptualize meaning and connection for self and others beyond the material world.

	Entrepreneurial Mindset	Continuous Learning	Upgrade knowledge, deepen/broaden skill sets both personally and professionally , on an ongoing basis.
		Adaptability	Cope with uncertainty and proactively manage change through multiple transitions using innovative thinking.
		Self-directed	Take initiative, be resourceful, gather information , and make informed decisions to complete tasks.
		Risk Taking	Identify, assess, and attempt a perceived risk in order to achieve a goal.
		Resiliency	Recover from setbacks by asking for help and/or by pivoting in a new direction when meeting obstacles or challenges.
3) Interpersonal	Relationship Management	Managing Conflict	Actively and tactfully bring disagreements into the open, and facilitate solutions that others can endorse.
		Collaboration	Work with others to create and/or reach goals while demonstrating a cooperative spirit.
		Teamwork	Share information, knowledge and personal strengths while working to understand multiple perspectives, increase team efficiency, and achieve goals.
		Accountability	Take responsibility for personal and professional activities and actions , and follow through on commitments.
	Leadership	Social Intelligence	Assess a social situation or individual through active observation and listening, and then intuitively adapt words, gestures, and tone accordingly.
		Build Capacity	Acquire, improve upon, and retain the skills and knowledge required to develop the capabilities of self and others.
		Motivating	Recruit, mobilize, and engage others around a common goal or interest.
		Visioning	Imagine possibilities for the future, and identify strategic issues, opportunities, and risks involved in moving forward the possibilities.
		Mentoring	Educate, guide, or coach a less accomplished or junior colleague to help them become more successful.

		Coordinating	Plan, organize, and implement the actions and work activities of self and others; monitor and assess performance to achieve project goals.
4) Community	Community & Global Awareness	Intercultural Communication	Acknowledge that personal, cultural, and social experiences create different worldviews, develop the capacity to recognize and accept these differences, and adapt interactions accordingly.
		Cross-Cultural Collaboration	Integrate more than one cultural perspective to deliver inclusive and innovative outcomes.
		Inclusivity	Value diversity and welcome new populations, perspectives, and/or identities. Respect each individual's right to express and present themselves according to their religion, culture, ethnic background, sexual orientation, gender-identity, age, and ability.
		Social Responsibility & Civic Engagement	Engage in activities, programs, or events that promote social awareness, social justice, health, resiliency, sustainability, and community building. Recognize the moral and civic dimensions of issues, and take action when appropriate.