

Leadership Competency

Definition	Behavioral Examples	Measurable Learning Outcome
<p>Leverage the strengths of others to achieve common goals, and use interpersonal skills to coach and develop others. Assess and manage one's own emotions and those of others; use empathy to guide and motivate. Take initiative to organize, prioritize, and delegate work.</p>	<ul style="list-style-type: none">● Plan, initiate, manage, complete and evaluate projects.● Articulating a vision and strategy and using innovative thinking to go beyond traditional methods.● Seek out and leverage diverse or competing perspectives and feedback from others to inform direction.● Motivate and inspire others by encouraging them and by building mutual trust.● Recognize and support the strengths of others to achieve common goals.	<p>As a result of participating in the USGLeads Workshop, students will be able to identify one or more strategies for _____ e.g., building trust and support from others.</p>

Career Development Competency

Definition	Behavioral Examples	Measurable Learning Outcome
<p>Identify and articulate transferable skills, strengths, knowledge, and experiences relevant to desired career goals. Seek to continually add knowledge and skills required for progression along a career pathway. Explore and navigate steps necessary to pursue professional opportunities which match personal values and implement strategies for self-advocacy in the workplace.</p>	<ul style="list-style-type: none">● Recognize and articulate how specific strengths, skills, knowledge, and experiences connect to career goals and related opportunities.● Plan, renew, and pursue personal and career goals.● Display curiosity; seek and embrace development opportunities to learn career related skills.● Develop awareness of professional areas which have room for growth and pursue opportunities to develop related skill sets.● Assume duties or positions that will align with career advancement.● Establish, maintain, and/or leverage relationships with people who can help one progress professionally.	<p>As a result of participating in the Mock Interview workshop, students will be able to describe at least 4 skills, strengths or knowledge using the STAR model.</p>

Teamwork & Collaboration Competency

Definition	Behavioral Examples	Measurable Learning Outcome
<p>Build collaborative relationships and maximize strengths across diverse teams. Navigate group dynamics and manage conflict to achieve common goals. Negotiate solutions to meet the varied needs of professional stakeholders.</p>	<ul style="list-style-type: none">● Collaborate with others to achieve common goals. Be accountable for individual and team responsibilities and deliverables.● Effectively manage conflict, diverse personalities, and exercise the ability to compromise.● Listen carefully to others, taking time to understand and ask appropriate questions without interrupting.● Build positive working relationships with supervisor and team members/coworkers.	<p>As a result of serving as a member of the Orientation team, students will demonstrate the ability to build positive working relationships with diverse team members.</p>

Digital Technology Competency

Definition	Behavioral Examples	Measurable Learning Outcome
<p>Demonstrate general proficiency in commonly used technology tools and applications to ethically solve problems. Engage in continual learning of emerging technologies to maintain adaptability. Employ innovative use of technology tools to enhance professional and organizational success.</p>	<ul style="list-style-type: none">● Navigate information, construct ideas, and use technology to achieve strategic goals.● Manage technology to integrate information to support relevant, effective, and timely decision-making.● Seek out opportunities to improve knowledge of tools and technologies that may assist in streamlining work and improving productivity.● Adhere to ethical standards and conventions for safeguarding privacy and security.● Adapt to new and quickly changing technologies.	<p>As a result of participating in a Job Search workshop, students will be able to proficiently use at least two digital technologies to source employers and jobs in their field of interest.</p>

Professionalism & Work Ethic Competency

Definition	Behavioral Examples	Measurable Learning Outcome
<p>Demonstrate initiative, personal accountability, effective workload management, and efficient use of time. Exercise integrity and ethical behavior in the workplace. Develop an exemplary professional reputation and the ability to adapt to organizational culture and conduct expectations in varied work settings.</p>	<ul style="list-style-type: none">● Act equitably with integrity and accountability to self, others, and the organization.● Demonstrate dependability (e.g., report consistently for work or meetings).● Evaluate one's own performance, acknowledge and learn from mistakes.● Have an attention to detail, resulting in few if any errors in their work.● Understand the importance of nonverbal behavior in a professional setting.	<p>Students participating in an USG internship will improve their workplace behaviors as a result of feedback from Internship Employer Evaluations.</p>

Equity & Inclusion Competency

Definition	Behavioral Examples	Measurable Learning Outcome
<p>Value, respect, and learn from individuals with diverse identities and backgrounds. Demonstrate openness, inclusiveness, and sensitivity with all people. Continually seek deeper knowledge and understanding of varied cultures in order to skillfully navigate a local, national, and global landscape. Engage in anti-racist practices that actively challenge individual and systemic racism, inequities, and personal biases.</p>	<ul style="list-style-type: none">● Advocate for inclusion, equitable practices, justice, and empowerment for historically marginalized communities.● Effectively integrate into new culturally diverse environments; effectively communicate and adapt in intercultural and multilingual situations.● Solicit and use feedback from multiple cultural perspectives to make inclusive and equity-minded decisions.● Keep an open mind to diverse ideas and new ways of thinking.● Address the systems of privilege that limit opportunities.	<p>As a result of participating in the Emerging Leadership Program, students will know more about and gain appreciation for at least one identity or culture different from theirs.</p>

Critical Thinking & Problem Solving Competency

Definition	Behavioral Examples	Measurable Learning Outcome
<p>Exercise sound reasoning and analytical thinking. Use knowledge, facts, and data to solve problems and make decisions. Strategically demonstrate innovation, creativity, and inventiveness to achieve outcomes.</p>	<ul style="list-style-type: none">● Navigate and use information for decision making, using sound, inclusive reasoning and judgment.● Organize and plan strategies and effectively communicate actions and rationale to stakeholders.● Come to well-reasoned conclusions and solutions, testing them against relevant criteria and standards.● Manage difficult or unexpected situations in the workplace, as well as complex business challenges. Maintain a resilient mindset to persist through challenges.● Multi-task well in a fast-paced environment and proactively anticipate needs.	<p>As a result of student training session, students working at the “front desk” will know where to find information and resources in response to inquiries and how to respond appropriately if unable to locate information requested.</p>

Oral & Written Communication Competency

Definition	Behavioral Examples	Measurable Learning Outcome
<p>Utilize effective communication strategies to convey information to a target audience. Employ a variety of writing styles and formats to articulate ideas and messages in a clear, compelling, and sensitive manner when speaking publicly or engaging in professional interactions.</p>	<ul style="list-style-type: none">• Ask appropriate questions for specific information from supervisors, specialists, and others.• Frame communication with respect to diversity of learning styles, varied individual communication abilities, and cultural differences.• Demonstrate verbal/non-verbal abilities, such as oral and written communication skills for conveying information.• Demonstrate active listening skills, respect for others, and appropriate nonverbal behavior.• Communicate in a clear and organized manner so that others can effectively understand.	<p>Students who complete the Student Ambassador training will confidently describe their positive experiences at USG to prospective students.</p>

Personal Well-Being Competency

Definition	Behavioral Examples	Measurable Learning Outcome
<p>Enhance self-awareness by developing a better understanding of personal motivations, emotions, and behaviors. Engage in the continual enhancement of one's physical, mental, and emotional health. Cultivate and foster habits of well-being to increase focus, productivity, and impact.</p>	<ul style="list-style-type: none">• Balance and support work, career, and personal and social needs.• Utilize organizational training and supports for well-being, and advocate for one's needs related to health and wellbeing.• Engage in regular self-evaluation and reflection of emotions, motivations and behaviors that could impact well-being and productivity.• Acknowledge the mind and body's impact on work and productivity and taking regular steps to promote health.• Utilize strategies for coping and building resilience to manage difficult or unexpected situations.	<p>As a result of attending at least # counseling sessions, students will be able to identify one or more strategies to cope with the concern they presented.</p>