



Communication - A measure of an individual's ability and willingness to exchange information using a variety of methods.

Expert

- Inspires others to have a voice
- Takes the lead in facilitating and presenting ideas with diverse audiences

Proficient

- Utilizes a responsible and respectful approach in verbal, non-verbal, written, and digital communication
- Communicates appropriately using technical vocabulary and concepts accurately
- Actively listens, shares, and asks questions to engage others with empathy and understanding

Approaching Proficiency

- Strives to utilize a responsible and respectful approach in verbal, non-verbal, written, and digital communication
- Communicates using technical vocabulary and concepts
- Listens, shares, and asks questions to engage others

Novice

- Developing verbal, non-verbal, written, and digital communication skills



Teamwork - A measure of an individual's ability and willingness to collaborate with others to achieve a common goal.

Expert

- Encourages all team members to employ their strengths, develop their weaknesses, and take risks
- Creates a positive culture by motivating others to grow personally and professionally

Proficient

- Coordinates essential project needs and team resources to achieve a shared goal
- Respects personal and professional boundaries and values the strengths and talents of all team members
- Contributes fresh ideas with confidence and enthusiasm

Approaching Proficiency

- Identifies essential project needs and team resources
- Recognizes personal and professional boundaries and strives to value the strengths and talents of all team members
- Contributes ideas

Novice

- Developing the ability to collaborate with others to achieve a common goal



Leadership - A measure of an individual's ability and willingness to lead and inspire others to achieve a common goal.

Expert

- Takes ownership for long-term vision, growth, and impact
- Leads with emotional maturity, inclusiveness, and the flexibility to handle unforeseen circumstances

Proficient

- Communicates a clear, consistent vision, creates buy-in, and reports outcomes effectively
- Delegates and adjusts responsibilities to self and others based on the strengths and capacities of each team member
- Serves as a role model by taking ownership of the entire project and desired goals

Approaching Proficiency

- Communicates a vision, creates some buy-in, and reports outcomes
- Delegates responsibilities to self and others
- Strives to take ownership of the entire project and desired goals

Novice

- Developing the ability to lead and inspire others to achieve a common goal



Problem Solving - A measure of an individual's ability and willingness to apply logic and analytical skills to find answers to complex issues.

Expert

- Seeks and accepts feedback, self-reflects, and adapts accordingly
- Creates processes that proactively address current and future problems

Proficient

- Anticipates, defines, and addresses problems, solutions, and outcomes with persistence
- Develops effective strategies using expanded and appropriate resources
- Evaluates and communicates outcomes

Approaching Proficiency

- Defines problems and potential solutions
- Uses appropriate strategies and provided resources
- Recognizes and communicates outcomes

Novice

- Developing the ability to identify problems and solutions