Experiential Education | Competency Framework

COMPETENCY	DEFINITION
MINDSET	
Critical Inquiry and Reflection	Examines and is willing to question thinking and assumptions of self and others; demonstrates learning through reflecting on experiences; applies understanding to new situations or settings
Curiosity	Eager to learn; demonstrates initiative in self-guided learning; explores a topic in depth yielding a rich awareness; open-minded and willing to challenge pre-conceived thoughts or ideas
Innovation	Identifies and embraces innovative opportunities; generates ideas that are novel or outside-the-box; demonstrates a growth mindset; willing to take risks; takes initiative and implements creative solutions to problems
Strategic and Creative Problem-Solving	Able to identify and define a problem; collects and organizes information related to the problem; considers several approaches to solving the problem and evaluates solutions to address the specific context; implements the chosen solution and assesses the results; considers opportunities for improvement if required
Creativity	Uses imagination to generate new ideas or ways of doing; works to achieve outcomes in unconventional ways; ability to ideate, develop, and produce new or novel concepts or products through a variety of modalities (e.g., visual, audio, performing, literary arts)
PRACTICAL SKILLS	
Communication	Demonstrates the ability to effectively and respectfully articulate thoughts and feelings through written, verbal, or artistic expression; comprehends verbal and written communication; adjusts communication appropriately based on audience; practices active listening
Public Speaking	Confidently and effectively delivers information to an audience in an engaging, influential or entertaining way; structures information effectively to ensure clarity for an audience; tailors' information to specific audiences
Technological Aptitude	Possesses technological skills and literacy; demonstrates the ability to learn and adapt with technological advances; follows ethical and equitable application of technology and digital tools; respects intellectual property and privacy standards
Goal Setting and Prioritization	Sets and pursues achievable long and short-term goals; develops a plan to attain goals and articulates how goals align with personal values and priorities; identifies challenges and works to overcome obstacles in order to achieve goals
Project Management	Coordinates and leads a project; plans and achieves project goals and objectives within identified constraints; develops or works within project goals, scope, outcomes and timelines; works with collaborators to achieve outcomes; develops assessment criteria and processes
KNOWLEDGE AND APPLICATION	
Diverse Knowledges	Collaborates with individuals in various fields of expertise; explores and builds knowledge from a range of perspectives; incorporates interdisciplinary knowledge when problem solving; takes a holistic approach to knowledge acquisition, respecting diverse expertise and experience
Investigation and Synthesis	Seeks out and aims to understand new information through education or experience; conducts research or independent investigation using appropriate academic sources; able to analyze and summarize findings
Relating Knowledge to Applied Contexts	Makes connections between and provides evidence of knowledge learned in the classroom, workplace and community-based contexts; applies knowledge to social, political, cultural or other contexts; uses knowledge to refine and reflect upon goals, values, and opinions
INTERPERSONAL SKILLS	
Professionalism	Seeks or is open to constructive feedback and direction and makes changes to address identified opportunity; demonstrates respectful attitudes and behaviours toward others; shows initiative, integrity, responsibility and accountability
Collaboration and Teamwork	Shares a group or organizational goal and works with others to achieve it; seeks help from others when needed and offers assistance to others; listens to and considers others' points of view

Relationship Building	Seeks to build meaningful and mutually beneficial connections with others, both personally and professionally
Conflict Engagement	Faces and attempts to address conflict directly and constructively; is respectful of the opinions of others and seeks to understand other perspectives; recognizes and works through differences to strengthen team cohesiveness and safety
Effective Leadership	Demonstrates skill in guiding and assisting a group, organization, or community in meeting its goals; identifies and understands the dynamics of a group; exhibits democratic principles as a leader or group member; demonstrates effective delegation; inspires commitment and action in others; can identify and engage in active listening
Mentorship	Provides or takes guidance and support from others to empower growth and achievement of goals; demonstrates active listening and shares knowledge of personal experience or expertise
PERSONAL GROWTH AND DEVELOPMENT	
Adaptability	Demonstrates the ability and willingness to modify plans, thoughts, behaviours and attitudes amid changing conditions; maintains openness and curiosity in evolving environments
Identity Awareness and Development	Integrates multiple aspects of identity into a coherent whole; identifies and commits to important aspects of self; engages in self-reflection; develops independence; gains clarification in personal values
Self-Motivation and Initiative	Seeks out and seizes opportunities; pursues interests inside and outside of educational or professional requirements; requires little direction or supervision to complete responsibilities; is proactive in taking action on projects or ideas; demonstrates resourcefulness
Integrity	Continuously cultivates and demonstrates honest and ethical attitudes and behaviours across all areas of life; aligns actions with evolving personal values, beliefs and the changing expectations of professional or academic conduct; takes accountability for actions and responsibilities
Emotional Intelligence	Recognizes and understands emotions in self and others; perceives verbal and non-verbal emotional cues and responds in a way that meets people where they are at
Personal and Social Responsibility	Actively reevaluates and adapts personal values to take accountability for the impact of one's actions; contributes increasingly to the positive welfare of self, others and the environment; aligns evolving beliefs with the goal of advancing the wellbeing of people, places and our planet
Personal Health and Wellness	Intentionally engages in practices to foster physical, mental, emotional, and/or spiritual wellbeing; makes conscious choices and changes that contribute to overall life satisfaction
Health Promotion	Models behaviour that advances the wellbeing of self, others, and the planet; educates and encourages others to prioritize wellbeing in all its forms; displays ability to search for and reach out to appropriate resources
ENGAGEMENT AND RESPONSIBILITY	
Sustainability	Articulates the importance of advocacy for environmental, social or economic sustainability of communities; considers the health of communities locally and globally when making decisions
Knowledge in Contemporary Global Contexts	Demonstrates one's own positionality and cultural awareness and sensitivity, recognizing diverse cultures' impact on perceptions and behaviours; values intercultural communication and respects the diversity of talents and ways of knowing; identifies the impact of culture on collaboration and evaluates growth as an interculturally competent leader, understanding the importance of innovation, collaboration, and transformational leadership for personal, community and global change
Global and Local Engagement	Seeks opportunities to get involved in local or global communities; demonstrates curiosity and commitment to learn from and share knowledge with others; engages in thoughtful consultation or dialogue with members of local communities and beyond
Advocacy	Recognizes systems and their influence; actively supports and amplifies the voices of self, individuals, communities, or causes; constructively addresses unfair, unjust, or uncivil behaviour of individuals, groups, or systems while respecting differing perspectives and fostering open dialogue; promotes and upholds the rights of marginalized groups; advances positive change through collaboration, empathy, and mutual respect