

College of the Rockies - Competencies

EFFECTIVE COMMUNICATION

Definition: Effective communication refers to the process of exchanging information, thoughts, ideas, and emotions in a clear, concise, and meaningful manner that is easily understood by the recipient. Effective communication encompasses various factors, including verbal and non-verbal cues, active listening, clarity, empathy, and adaptability to different communication styles and contexts.

You demonstrate this competency when you:

- communicate in a respectful tone and manner;
- listen actively and communicate effectively with others;
- write clearly and accurately in a variety of contexts and formats;
- listen and ask questions to understand other people's viewpoints;
- communicate issues in a timely manner;
- use effective cross-cultural communication skills;
- are aware of and responsive to verbal and non-verbal communication styles.

LEADERSHIP DEVELOPMENT

Definition: Leadership development refers to the intentional and systematic process of enhancing the skills, knowledge, and abilities of individuals to become effective leaders. It involves a range of activities and programs that aim to cultivate leadership qualities, such as vision, strategic thinking, communication, decision-making, and problem-solving.

You demonstrate this competency when you:

- inspire others with your clear vision and motivate others to achieve it;
- work well with others and build strong relationships with your team members. You are open and receptive to feedback;
- are responsive and adaptive when situations change. You weigh the pros and cons before making important decisions;
- bounce back from setbacks or challenges;
- always consider the people you serve;
- understand others' perspectives and feelings;
- are willing to accept responsibility when things go wrong and ready to celebrate when things go well;
- are true to yourself and your values and you act with integrity;
- come up with innovative solutions to problems.

College of the Rockies - Competencies

COLLABORATION & TEAMWORK

Definition: Collaboration and teamwork refer to the collective efforts of individuals working together towards a common goal or objective. It involves the sharing of ideas, knowledge, resources, and responsibilities to achieve a desired outcome more effectively and efficiently than if individuals were working alone.

You demonstrate this competency when you:

- are reliable and accountable, ensuring that you meet deadlines and deliver on your promises;
- can articulate your ideas and listen to others;
- have a positive attitude and encourage and motivate others on the team, even in challenging circumstances;
- are open to change and are adaptable to new ideas or ways of doing things;
- actively participate in team meetings, brainstorming and other collaborative activities;
- treat other team members with respect and professionalism, acknowledging their contribution to the team;
- are proactive, taking initiative to offer ideas and solutions that can help move the team's work forward;
- consider diverse, intercultural perspectives and working styles;
- recognize that your success is often dependent on the collective contributions of your team, and you work collaboratively to achieve shared goals.

CREATIVITY, INNOVATION & ENTREPRENEURSHIP

Definition: Creativity, innovation, and entrepreneurship are closely related concepts that drive growth, change, and success in various domains, including business, technology, arts, and social development. While they are distinct concepts, they often intertwine and complement each other.

Creativity: Creativity refers to the ability to generate original ideas, solutions, or expressions that are novel, valuable, and meaningful. It involves thinking differently, breaking away from conventional patterns, and connecting seemingly unrelated concepts or perspectives.

Innovation: Innovation is the process of translating creative ideas into tangible outcomes that create value.

Entrepreneurship: Entrepreneurship encompasses the ability and mindset to identify opportunities, take risks, and transform creative ideas into viable businesses or ventures.

Demonstrating creativity, innovation and entrepreneurship requires highlighting concrete examples of how you applied these qualities in real-world situations and showing how your actions contributed to positive outcomes. You demonstrate this competency when you:

- are flexible and open-minded to new ideas and changes;
- take on new responsibilities;
- adjust to unexpected situations and are willing to learn new skills;
- think outside the box and generate new unique ideas, solutions, products, or services to meet unmet needs in the market;
- identify and access learning sources and opportunities;

College of the Rockies - Competencies

- are willing to step out of your comfort zone to take calculated risks, test new ideas and/or seize new opportunities;
- develop relationship building skills and leverage networks for support and opportunities;
- have the ability to develop a roadmap to turn your vision into reality;
- persevere in the face of obstacles;
- implement new ideas that improve efficiency or effectiveness.

HEALTH & WELLBEING

Definition: Health and wellbeing encompass the physical, mental, and social aspects of an individual's overall wellness. Overall, good health and wellbeing are important for individual happiness and fulfillment, as well as for the wellbeing of the college community as a whole.

You demonstrate this competency when you:

- make time for hobbies and interests that you find fulfilling and enjoyable;
- make time for activities that promote physical, emotional, and mental wellbeing, such as exercise, spending time in nature, breathwork, meditation, and socializing with friends;
- seek support from family, friends, or mental health professionals;
- stay on top of your responsibilities by creating a schedule and sticking to it;
- integrate a reflective practice in your work (e.g. ask yourself: What did I do well? What could I have done differently? How did this experience make me feel? What did I learn from it?);
- use your reflections to make positive changes in your life.

SOCIAL RESPONSIBILITY & CIVIC ENGAGEMENT

Definition: Social responsibility and civic engagement are concepts that highlight the importance of individuals and organizations actively contributing to the betterment of society and taking responsibility for their impact on the community. Social responsibility and civic engagement are vital for creating a more just, inclusive, and sustainable society.

You demonstrate this competency when you:

- volunteer regularly in your community;
- educate yourself on issues affecting your community and beyond;
- embrace and celebrate diversity and inclusivity in your community;
- speak out against social injustices and advocate for positive change;
- mentor or tutor young people in your community;
- actively support and champion the rights of marginalized groups and individuals;
- contribute to your local, national and international community.

College of the Rockies - Competencies

PROFESSIONALISM

Definition: Professionalism refers to the conduct, behavior, and attitude expected of individuals in a particular profession or work environment. It encompasses a set of qualities, skills, and values that reflect a high standard of work ethic, integrity, competence, and respect for others. Professionalism extends beyond technical expertise and includes aspects such as professional appearance, communication skills, ethical conduct, and commitment to continuous learning and improvement.

You demonstrate this competency when you:

- maintain high ethical standards in your actions, ensuring you act with integrity and honesty;
- set goals, outcomes and objectives;
- establish priorities to meet deadlines;
- develop a plan and review and monitor for continuous improvement;
- consistently meet your commitments and deliver on promises;
- conduct yourself with positive and respectful attitude towards all individuals you interact with, regardless of the situation;
- continuously seek new opportunities to develop new skills and build on your existing knowledge;
- follow workplace policies (e.g., health and safety, equity, harassment and confidentiality);
- take responsibility to understand and adapt to workplace culture;
- abide by and respect the standards of practice recognized in your field.

PERSONAL DEVELOPMENT

Definition: Personal development refers to the lifelong process of improving oneself, acquiring new knowledge, skills, and attitudes, and fostering personal growth and self-awareness. It involves taking intentional steps to develop one's potential, achieve personal goals, and enhance various aspects of one's life.

You demonstrate this competency when you:

- show a willingness to continuously learn and grow;
- manage your personal health and emotional well-being;
- seek and accept constructive feedback from others;
- learn from your mistakes and successes;
- persist when difficulties arise;
- plan and manage your personal time and other resources;
- recognize your strengths and areas for improvement.

College of the Rockies - Competencies

CONTRIBUTE TO & ADVANCE TRUTH AND RECONCILIATION

Definition: Contributing to and advancing truth and reconciliation involves actively engaging in efforts to acknowledge historical injustices, promote understanding, healing, and social harmony among individuals and communities affected by past conflicts or systemic oppression. It requires a commitment to seeking truth, addressing the legacies of harm, and working towards justice and reconciliation.

Commit to contributing to and advancing Truth and Reconciliation. You demonstrate this competency when you:

- educate yourself about the history and ongoing effects of colonization, residential schools, and other forms of systemic oppression experienced by Indigenous peoples;
- integrate Indigenous art, music, and literature into event or activity plans;
- advocate for change creating meaningful opportunities for Indigenous student participation and leadership;
- volunteer at events and ceremonies;
- build relationships with Indigenous peoples and communities;
- acknowledge your biases and privileges and speak out against racism and discrimination;
- engage in Self-Reflection - Engage in regular self-reflection to examine your own biases, privileges, and contributions to systemic injustices. Reflect on your actions, attitudes, and behaviors, and commit to personal growth and learning. Recognize the importance of ongoing self-education and growth in promoting truth and reconciliation.

SUSTAINABILITY & GLOBALIZATION

Definition: Committing to sustainability and globalization requires an openness to new ideas and perspectives, a willingness to engage with people from different cultures and backgrounds, and a desire to understand the interconnectedness of the world.

You demonstrate this competency when you:

- get involved with sustainability-focused clubs or organizations on campus;
- attend events and conferences that focus on sustainability, equity, diversity, inclusion and globalization;
- reduce your carbon footprint by participating in initiatives that promote environmental sustainability;
- participate in study abroad programs or international internships to learn about different cultural contexts;
- advocate for greater Indigenous representation and inclusion;
- volunteer for causes such as disaster relief or humanitarian initiatives;
- volunteer for local environmental organizations or initiatives such as the urban garden in your community, nature reserve, or local park;
- get involved in advocacy efforts to promote sustainable policies and practices on campus or in your community.

College of the Rockies - Competencies

DIGITAL LITERACY

Definition: Digital literacy refers to the ability to use, understand, evaluate, and create information and content using digital technologies. It encompasses a range of skills, knowledge, and attitudes that enable individuals to navigate and thrive in the digital world, showcasing your ability to use digital technologies effectively, responsibly, and creatively. You demonstrate this competency when you:

- write clear and concise emails, using appropriate tone in online communication;
- create well-structured and engaging social media posts;
- effectively use search engines, databases, and other digital resources to find and evaluate information;
- use digital tools like online conferencing, file sharing, and project online interactive tools;
- demonstrate a good understanding of online safety, privacy, and security;
- use digital tools like graphic design software, video editing software, or coding languages to create original and compelling digital content.

RESEARCH & ANALYSIS

Definition: Research and analysis are fundamental processes used to gather, evaluate, and interpret information to gain insights, answer questions, and generate knowledge. They are crucial across various disciplines, including academia, business, science, and policymaking. You use information from a variety of sources—including personal experience and your own observations—to identify and solve problems.

You demonstrate this competency when you:

- present your research findings at conferences;
- identify a research question, develop methodology, collect and analyze data;
- access, analyze and apply knowledge and skills from various disciplines;
- think critically and strategically;
- apply knowledge and skills from past experiences to new situations;
- assess situations and identify problems;
- evaluate solutions to make decisions.