Career Competencies Defined

**Analytical & Critical Thinking:** Comprehensively explores issues, ideas, knowledge, evidence, and values before accepting or formulating an opinion or conclusion.

**Applied Problem Solving:** The process of designing, evaluating, and implementing a workable strategy to achieve a goal.

**Ethical Reasoning & Decision Making:** Recognizes ethical issues arising in a variety of settings or social contexts, reflects on the ethical concerns that pertain to the issue, and chooses a course of action based on these reflections.

**Innovation & Creativity:** Generates new, varied, and unique ideas, and makes connections between previously unrelated ideas.

**Oral & Written Communication:** Intentionally engages with an audience to inform, persuade, or entertain.

**Teamwork & Leadership:** Builds and maintains collaborative relationships based on the needs, abilities, and goals of each member of a group.

**Engaging Diversity:** Cultivates awareness of one’s own identity and cultural background and that of others through an exploration of domains of diversity, which may include: race, ethnicity, country of origin, sexual orientation, ability, class, gender, age, spirituality, etc. This requires an understanding of historical and social contexts and a willingness to confront perspectives of dominant cultural narratives and ideologies, locally, nationally, or globally.

**Active Citizenship & Community Engagement:** Develops a consciousness about one’s potential contributions and roles in the many communities one inhabits, in person and online, and takes action accordingly.

**Digital Literacy:** Leverages knowledge of information and communications technology and media literacies, and utilizes the interpersonal skills necessary to succeed in a digital space.

**Career Management:** Active engagement in the process of exploring possible careers, gaining meaningful experience, and building skills that help one excel after college and lead to employment or other successful postgraduation outcomes.

Adopted from the University of Minnesota College of Liberal Arts