

Honors Mentor Program -- Leadership Competencies

Interpersonal Skills & Intercultural Knowledge

- Group Development
 - Understanding how groups develop; anticipating, navigating, mitigating, and responding to interpersonal behaviors to foster group development and to enhance the group's efficiency and effectiveness.
- Teamwork & Collaboration
 - Understanding how to utilize individuals' strengths and knowledge to promote the effectiveness of the group as well as morale; using that understanding to foster a culture of collaboration in which people work toward a common objective by sharing ideas and distributing responsibilities equitably.
- Cultural Intelligence & Inclusion
 - Understanding how diverse perspectives, backgrounds, beliefs, cultures, experiences, and/or historical dynamics can influence groups and individuals as well as enhance a group's effectiveness; acting to foster an environment in which people feel welcomed, valued, free to share viewpoints, contribute to a cause or task, or simply have a sense of belonging.
- Mentoring & Empowerment
 - Understanding ways to use one's expertise and experience to teach, coach, share resources, and challenge individuals with less experience and/or knowledge to reach their potential; being able to share information, resources, and power with others so they can have a sense of ownership, accountability, and commitment regarding a task or process.

Communication

- Verbal Communication
 - Using speech to share information with others one-on-one, in small groups, and /or in front of a large audience in a clear, concise, and persuasive manner.
- Nonverbal Communication
 - Using body language and visual aids to support the conveyance of meaning.
- Listen & Observe
 - Hearing what is being said. Observing nonverbal cues to prevent miscommunication, promote understanding, gather and receive feedback, and demonstrate a sense of caring about what others want to communicate
- Summarize & Distill Information
 - Selecting, sorting, and combing information in order to capture and reflect on important facts, concepts, and processes leading to increased comprehension and the ability to convey information in a concise and coherent manner.
- Written Communication
 - Using written formats to share information with others in a clear, concise, and persuasive manner.

*These competencies are derived largely from the list compiled by the Purdue Leadership and Professional Development Initiative: https://www.purdue.edu/vps/leadership/myExperience/Competencies_List.html, as well as from Corey Seemiller, *The Student Leadership Competencies Guidebook* (Jossey-Bass, 2013).*

Ways of Thinking

- Systems Thinking & Planning
 - Identifying tasks and setting deadlines to design, evaluate, and implement strategies to answer questions or achieve desired goals. Assessing a situation, organization, or network through examination of the linkages, interconnections, and/or interactions of its component parts – both internal and external - to better understand how it works, to be able to navigate through ripple effects of others' decisions, and to make decisions that consider impact on a larger network or system.
- Reflection & Analytical Reasoning
 - Considering the past and learning from successes and failures -own and others' – to understand a situation, strategies used, and the impact of decisions. Employing critical, practical, and creative thinking skills within an ethical framework to connect disparate information; understanding the context of the situation from multiple perspectives; synthesizing information; being open-minded and flexible while considering multiple possible solutions.
- Decision Making & Problem Solving
 - Defines a problem or issue; identifies its potential causes; specifies a desired outcome; employs critical, practical, and creative thinking skills to generate possible solutions; and identifies and implements effective criteria for choosing amongst possible solutions.
- Ethics
 - Understanding standards and expectations for personal and professional ethical behavior by acting in accord with an appropriate set of social norms, beliefs, and cultural values (e.g., trustworthiness, respect, responsibility, fairness, caring, and citizenship). Considers implications of actions and shows an awareness of the need to hold one's self to a higher standard.

Intrapersonal Awareness & Development

- Self-Understanding
 - Understanding one's beliefs, values, culture, actions, personality, strengths, and weaknesses.
- Continuous Learning
 - Committing to constant expansion and improvement of skills, abilities, knowledge and understanding by adopting continuous learning strategies (e.g., seeking feedback, observing others, exploring alternatives, practicing current skills, seeking training and education, etc.).
- Personal Responsibility & Receiving Feedback
 - Accepting ownership for achieving desired outcomes or not meeting expectations, receives feedback from others and is able to consider it in order to develop competencies and effectiveness.
- Resiliency
 - Facing challenges, adversity, and/or major setback and learning from the experience; taking corrective action and rising to the next challenge.

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