**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

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**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

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**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

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**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