

MODULE 2 REFLECTION: COMPETENCY DEVELOPMENT

- Complete Part A in class as prompted by your professor in class
- Complete Part B after the class discussion and activities
- Submit in SLATE Assignments by the due date

INTENTIONAL COMPETENCY DEVELOPMENT

- The following competencies are being intentionally developed in this assignment

Critical Thinking & Problem Solving	X	Collaboration & Communication	X	Initiative & Leadership	X
Research & Innovation	X	Social Responsibility & Ethics	X	Reflective Practice	X

PART A: COMPETENCY SELF-ASSESSMENT (TO BE COMPLETED IN-CLASS)

- Complete tables below when prompted by your professor, **one competency at a time**

Example

- Be completely honest regarding your **ACTIONS and BEHAVIOURS** related to the competency.
- Be mindful about the alignment (or not) of actions/behaviour (EXTERNAL) with your intentions, values, and beliefs. (INTERNAL).
 1. Think about how you **ACT/INTERACT/BEHAVE MOST** of the time.
 2. **Highlight** the ACTIONS/BEHAVIOURS you exhibit MOST of the time
 3. Put an **X** in the appropriate box based on your highlighted behaviours (one X for each competency category)

COMPETENCY FACTORS & BEHAVIOURS	I do 0-1 of these MOST of the time	I do 2-3 of these MOST of the time	I do 4-5 of these MOST of the time	I do 6-7 of these MOST of the time	I do ALL of these MOST of the time
CRITICAL THINKING <ul style="list-style-type: none"> • Identify and ask the right questions • Focus on continuous improvement • Reflect on ideas, experiences, and information • Make connections to form understanding and deep meaning • Clarify something that is unclear • Analyze data and/or information • Compare and contrast facts and opinions • Reason from specific to general and general to specific 	X				
PROBLEM SOLVING <ul style="list-style-type: none"> • Approach challenges as a learner vs a knower • Understand the problem in its entirety • Look at past, present, and future impact • Follow a methodology to make decisions • Apply abstract knowledge • Include a global perspective • Investigate, brainstorm, evaluate and explain • Involve other's opinions, including those with a different opinion 		X			
Competency Reflection (complete with Part B):	←				

1. Think about how you actually **BEHAVE MOST** of the time (not ability or intent)

2. Highlight behaviours you do **MOST** of the time

3. Put an X in the appropriate box based on your behaviours

4. Reflect on your behaviour related to this competency

Critical Thinking & Problem Solving

- Share your reflections on your **TYPICAL ACTIONS/ BEHAVIOURS** related to the competency.
- Be mindful to consider the alignment (or not) of actions/behaviour (**EXTERNAL**) with intention, values, and/or beliefs (**INTERNAL**).
 1. Think about how you **ACT/INTERACT/BEHAVE MOST** of the time
 2. **Highlight** the actions/behaviours you exhibit **MOST** of the time
 3. Put an **X** in the appropriate box based on your highlighted actions/behaviours (one X that represents each competency)

COMPETENCY FACTORS & ACTIONS	I do <u>0-1</u> of these <u>MOST</u> of the time	I do <u>2-3</u> of these <u>MOST</u> of the time	I do <u>4-5</u> of these <u>MOST</u> of the time	I do <u>6-7</u> of these <u>MOST</u> of the time	I do <u>ALL</u> of these <u>MOST</u> of the time
CRITICAL THINKING <ul style="list-style-type: none"> • Identify and asks “good” questions • Focus on continuous improvement • Reflect on ideas, experiences, and concepts • Make connections to personal learning experiences • Make connections between the concepts or ideas within the topic or area of study • Clarify something that is unclear • Analyze data and/or information • Compare and contrast facts and opinions 					
PROBLEM SOLVING <ul style="list-style-type: none"> • Approach challenges as opportunities • Identify and articulate the problem/issue/dilemma as clearly as possible • Look at past, present, and future influences and impacts • Select and apply appropriate methodologies and/or frameworks in decision making processes • Integrate local, global, and community-based perspectives • Engage in an iterative process that involves ideation, exploration, evaluation, and explanation • Include other’s ideas and opinions, including those with different and/or opposing perspectives 					
Competency Reflection (complete with Part B):					

Collaboration & Communication

- Share your reflections regarding your **ACTIONS** related to the competency.
- Be mindful when considering the alignment (or not) of behaviours/actions (EXTERNAL) with intentions, values, and beliefs (INTERNAL)
 1. Think about how you **ACT/INTERACT/BEHAVE MOST** of the time
 2. **Highlight** the actions/behaviours you exhibit **MOST** of the time
 3. Put an **X** in the appropriate box based on your highlighted actions (one X that represents each competency)

COMPETENCY FACTORS & ACTIONS	I do <u>0-1</u> of these <u>MOST</u> of the time	I do <u>2-3</u> of these <u>MOST</u> of the time	I do <u>4-5</u> of these <u>MOST</u> of the time	I do <u>6-7</u> of these <u>MOST</u> of the time	I do <u>ALL</u> of these <u>MOST</u> of the time
<p>COLLABORATION</p> <ul style="list-style-type: none"> • Seek to understand others with respect for a diversity of ideas • Communicate effectively with others by listening and sharing • Combine different viewpoints through group consensus • Exercise flexibility, helpfulness, and compromise • Discuss decisions with the group • Assume shared responsibility for collaborative work • Share a common goal 					
<p>COMMUNICATION</p> <ul style="list-style-type: none"> • Recognize that how an idea is expressed (the language we use through verbal, visual, written forms and/or non-verbal signals) is just as important as the content of our message • Translate and mobilize knowledge for a variety of audiences and purposes • Interact with courage and confidence • Effectively convey ideas in and across diverse scenarios, contexts, and events • Operate with professionalism both in tone and tact <p>Oral Communication</p> <ul style="list-style-type: none"> • Present naturally by communicating ideas rather than reading a script • Speak with passion, energy, and persuasion 					

COMPETENCY FACTORS & ACTIONS	I do <u>0-1</u> of these <u>MOST</u> of the time	I do <u>2-3</u> of these <u>MOST</u> of the time	I do <u>4-5</u> of these <u>MOST</u> of the time	I do <u>6-7</u> of these <u>MOST</u> of the time	I do <u>ALL</u> of these <u>MOST</u> of the time
<ul style="list-style-type: none"> • Know how and when to use different types of communication, including non-verbal • Practice effective listening and two-way communication • Ask questions • Provide honest and constructive feedback <p>Written Communication</p> <ul style="list-style-type: none"> • Write with an authentic personal voice • Write clearly and concisely • Prepare professional documents such as essays, projects, reports • Create effective presentation materials • Explain diagrams and visuals clearly in reports and presentation materials • Use appropriate grammar, spelling, and vocabulary without slang, technology abbreviations, etc. 					
Competency Reflection (complete with Part B):					

Social Responsibility & Ethics

- Share your reflections on your **TYPICAL ACTIONS/ BEHAVIOURS** related to the competency.
- Be mindful to consider the alignment (or not) of actions/behaviour (EXTERNAL) with intention, values, and/or beliefs (INTERNAL).
 1. Think about how you **ACT/INTERACT/BEHAVE MOST** of the time
 2. **Highlight** the actions/behaviours you exhibit **MOST** of the time
 3. Put an **X** in the appropriate box based on your highlighted actions/behaviours (one X that represents each competency)

COMPETENCY FACTORS & ACTIONS	I do <u>0-1</u> of these <u>MOST</u> of the time	I do <u>2-3</u> of these <u>MOST</u> of the time	I do <u>4-5</u> of these <u>MOST</u> of the time	I do <u>6-7</u> of these <u>MOST</u> of the time	I do <u>ALL</u> of these <u>MOST</u> of the time
SOCIAL RESPONSIBILITY <ul style="list-style-type: none"> • Identify the importance of responsible and ethical decision making in alignment with the welfare/best interests of stakeholders and society at large • Recognize the broader social and environmental impacts of decision making • Apply sustainable business models and strategies to support positive outcomes for individuals, communities, and corporations • Build and foster positive relationships with stakeholders by addressing and valuing their needs and concerns • Lead with a desire to enhance social well-being at individual and collective levels, both locally and globally 					
ETHICS <ul style="list-style-type: none"> • Recognizes and adheres to core values and beliefs in life and business • Develop an awareness of the ethical dimensions of dilemmas, simulations, and cases likely to arise in the business world • Develops a sense of moral principle by exploring and considering the implications of both decisions and actions • Acts with honesty, respect, and integrity • Considers the influence and impact of decision making for multiple stakeholders, employees, and society at large 					

COMPETENCY FACTORS & ACTIONS	I do <u>0-1</u> of these <u>MOST</u> of the time	I do <u>2-3</u> of these <u>MOST</u> of the time	I do <u>4-5</u> of these <u>MOST</u> of the time	I do <u>6-7</u> of these <u>MOST</u> of the time	I do <u>ALL</u> of these <u>MOST</u> of the time
Competency Reflection (complete with Part B):					

Research & Innovation

- ❑ Share your reflections on your **ACTIONS/ BEHAVIOURS** related to the competency.
- ❑ Be mindful to consider the alignment (or not) of actions/behaviour (EXTERNAL) with intention, values, and/or beliefs (INTERNAL).
 1. Think about how you **ACT/INTERACT/BEHAVE MOST** of the time
 2. **Highlight** the actions/behaviours you exhibit **MOST** of the time
 3. Put an **X** in the appropriate box based on your highlighted actions/behaviours (one X that represents each competency)

COMPETENCY FACTORS & ACTIONS	I do <u>0-1</u> of these <u>MOST</u> of the time	I do <u>1-2</u> of these <u>MOST</u> of the time	I do <u>3-4</u> of these <u>MOST</u> of the time	I do <u>5-6</u> of these <u>MOST</u> of the time	I do <u>ALL</u> of these <u>MOST</u> of the time
RESEARCH <ul style="list-style-type: none"> • Follow a systematic process when finding information and/or data • Search for information and/or data from a wide variety of sources • Develop questions to guide research • Research and identify relevant pieces of data • Use information properly (e.g. avoid plagiarism) • Select the most current and trustworthy data and sources • Gather enough information to be fully informed on a topic • Verify information from multiple sources for relevance and reliability (CRAAP test) 					
INNOVATION <ul style="list-style-type: none"> • Stay curious and ask questions, including “What If?” • Tinker and play with new ideas and concepts • View failure as an opportunity to learn and try new things • Disrupt the status quo by rejecting notions of “we’ve always done it this way” or “that’s the way it’s supposed to happen” • Take time and space to value both the process and the product • Take strategic risks • Engage in (co)created iterative acts of idea generation, experimentation, and evaluation • Accept small successes and frequent mistakes 					

COMPETENCY FACTORS & ACTIONS	I do <u>0-1</u> of these <u>MOST</u> of the time	I do <u>1-2</u> of these <u>MOST</u> of the time	I do <u>3-4</u> of these <u>MOST</u> of the time	I do <u>5-6</u> of these <u>MOST</u> of the time	I do <u>ALL</u> of these <u>MOST</u> of the time
Competency Reflection (complete with Part B):					

Initiative & Leadership

- Share your reflections on your **TYPICAL ACTIONS/ BEHAVIOURS** related to the competency.
- Be mindful to consider the alignment (or not) of actions/behaviour (EXTERNAL) with intention, values, and/or beliefs (INTERNAL).
 1. Think about how you **ACT/INTERACT/BEHAVE** MOST of the time
 2. **Highlight** the actions/behaviours you exhibit MOST of the time
 3. Put an **X** in the appropriate box based on your highlighted actions/behaviours (one X that represents each competency)

COMPETENCY FACTORS & ACTIONS	I do <u>0-1</u> of these <u>MOST</u> of the time	I do <u>1-2</u> of these <u>MOST</u> of the time	I do <u>3-4</u> of these <u>MOST</u> of the time	I do <u>5-6</u> of these <u>MOST</u> of the time	I do <u>ALL</u> of these <u>MOST</u> of the time
INITIATIVE <ul style="list-style-type: none"> • Don't be afraid to try, fail, and take risks • Proactive, self-starter • Start things on your own rather than waiting to be asked • Complete tasks early • Create your own answers and solutions • Actively look for ways to improve yourself or things around you • Have stretch goals and act on them • Finish what you begin 					
LEADERSHIP <ul style="list-style-type: none"> • Incorporate growth mindset • Maintain focus with short- and long-term goals • Seek guidance and mentorship when needed • Seeks to understand new and different perspectives with empathy and active listening • Engages in difficult and challenging conversations when necessary • Willingness to take ownership for decision making and actions 					

COMPETENCY FACTORS & ACTIONS	I do <u>0-1</u> of these <u>MOST</u> of the time	I do <u>1-2</u> of these <u>MOST</u> of the time	I do <u>3-4</u> of these <u>MOST</u> of the time	I do <u>5-6</u> of these <u>MOST</u> of the time	I do <u>ALL</u> of these <u>MOST</u> of the time
<ul style="list-style-type: none"> Motivates others through a strengths-based approach 					
Competency Reflection (complete with Part B):					

PART B: REFLECTION

- After reflecting on the information from the class and exploring the results of your self-assessment, respond to the following questions. Use the prompts to guide you in your answer. Use the ICE (Ideas, Connections, Extensions) Model to frame your reflection.

<p>1. Review your Competency Self-Assessment</p> <ul style="list-style-type: none">– Complete the Competency Reflection in Part Aa) Write 1-2 sentences that describe how you feel about your summary for each competency and what you learned after completing the self-assessment.– IDEAS: What, if anything, surprised you when reflecting on your experience of the various competencies?– CONNECTIONS: Why are the competencies important to you as a learner? As an aspiring business professional?– EXTENSIONS: How does/how might your competency “baseline” inform your learning goals/areas of focus for UCD?	
<p>2. Strengths and Opportunities</p> <ul style="list-style-type: none">– IDEAS: What competency areas do you exhibit the greatest strengths? How do you know they are strengths—what examples do you have to support your claim(s)?– CONNECTIONS: In what competency areas do you foresee/envision the most potential growth and development? And why?– EXTENSIONS: How do you plan to apply and/or transfer your competency strengths and skills to other contexts (other courses, CCR, work placements, personal life etc.)?– Explain with specific examples	<p>Strengths</p> <p>Competency #1 and Supporting Examples:</p> <p>Competency #2 and Supporting Examples:</p> <p>Competency #3 and Supporting Examples:</p> <p>Opportunities</p> <p>Competency #1 and Supporting Examples:</p> <p>Competency #2 and Supporting Examples:</p> <p>Competency #3 and Supporting Examples:</p>

<p>Based on your responses to the above, identify and list 3 specific competencies that you'd plan to focus on developing this term.</p>	<p>Competencies to develop this semester</p> <ol style="list-style-type: none"> 1. 2. 3.
<p>4. <u>Competency 1</u></p> <p>Select the first competency you want to intentionally develop this semester.</p> <ul style="list-style-type: none"> – Explain why you want to develop the competency – Craft 1-2 questions that will help you more deeply understand that competency – Write a SMART Goal for your development of the goal for this semester <ul style="list-style-type: none"> a) Remember, a SMART goal should be a single sentence. b) See Module PPT for format and guidance. 	<p>COMPETENCY # 1</p> <p>Competency Area: (e.g. collaboration)</p> <p>Why develop?</p> <p>Questions to deepen understanding:</p> <p>SMART Goal to develop this competency: (<u>One sentence</u>)</p>
<p><u>Competency 2</u></p> <p>Select the second competency you want to intentionally develop this semester.</p> <ul style="list-style-type: none"> – Explain why you want to develop the competency – Craft 1-2 questions that will help you more deeply understand that competency – Write a SMART Goal for your development of the goal for this semester <ul style="list-style-type: none"> a) Remember, a SMART goal should be a single sentence. b) See Module information for format and guidance. 	<p>COMPETENCY # 2</p> <p>Competency Area:</p> <p>Why develop?</p> <p>Questions to deepen understanding:</p> <p>SMART Goal to develop this competency: (<u>One sentence</u>)</p>
<p><u>Competency 3</u></p> <p>Select the third competency you want to intentionally develop this semester.</p> <ul style="list-style-type: none"> – Explain why you want to develop the competency – Craft 1-2 questions that will help you more deeply understand that competency 	<p>COMPETENCY # 3</p> <p>Competency Area:</p> <p>Why develop?</p> <p>Questions to deepen understanding:</p>

<ul style="list-style-type: none"> – Write a SMART Goal for your development of the goal for this semester <ul style="list-style-type: none"> a) Remember, a SMART goal should be a single sentence. b) See Module information for format and guidance. 	<p>SMART Goal to develop this competency: <u>(One sentence)</u></p>
<p>5. Find or create an artifact that represents how you feel and what you think about developing these competencies</p> <ul style="list-style-type: none"> – Take time to search for an artifact that has deep meaning to you and provide a source for the artifact (APA formatting) – Explain why you selected this artifact with some detail <ul style="list-style-type: none"> a) IDEAS: What does this image mean to you? What is significant or striking about it? b) CONNECTIONS: In what ways does the image connect to the competencies? From your perspective, what qualities and characteristics of the visual image connect with the competencies? – c) EXTENSIONS: Why is this image significant and/or meaningful to you as a learner? How might/how does this image resonate/align with your PSB learning journey so far? Include the artifact here by using copy/paste for an image and resize to fit the box. – See the Reflection resources in SLATE for guidance 	