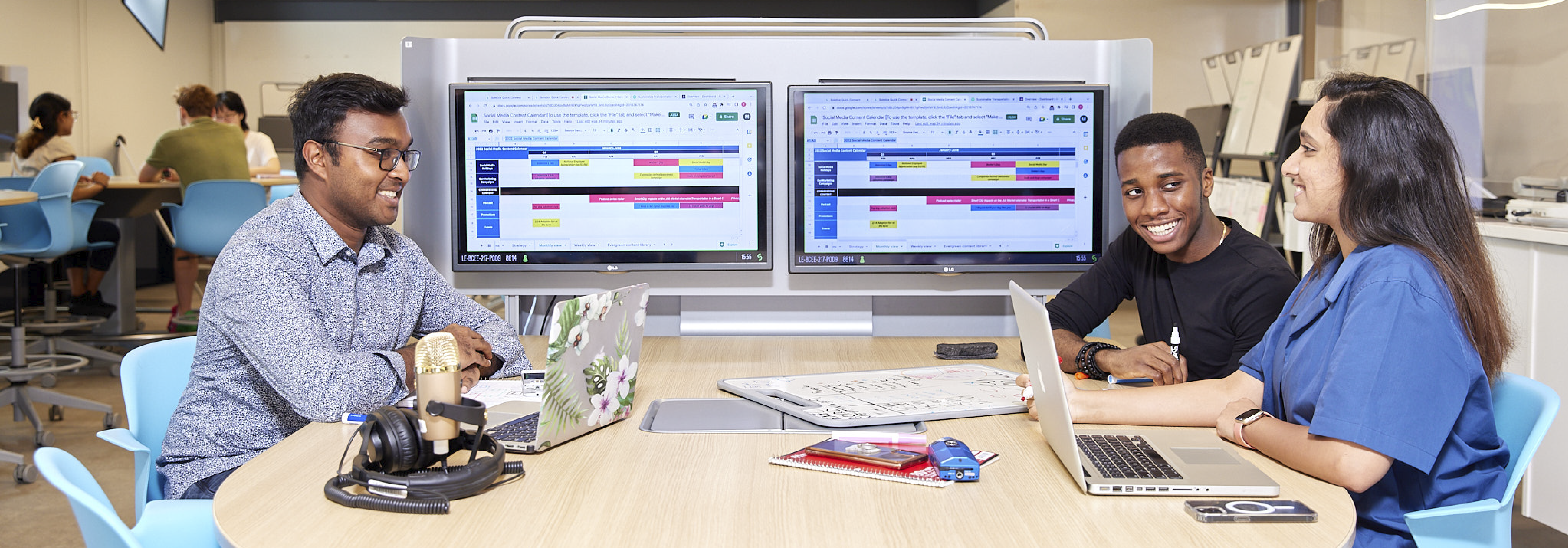
**Reflecting on Your Competencies**



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| **Social Responsibility & Community Engagement** | **Knowledge Acquisition & Application** | **Interpersonal Connections** | **Critical Thinking & Problem Solving** | **Communication** | **Personal Success** |
| * *Embracing Diversity* * *Challenging Unfairness or Injustice* * *Demonstrating Cultural Competence* * *Demonstrating A Commitment to Civic Engagement* * *Demonstrating Social Consciousness* * *Staying Up-To-Date with Current Affairs/Issues* * *Engaging in Advocacy* * *Cultivating Community & Pride* | * *Interpreting and Applying Specific Legislation, Policies & Best Practices* * *Staying Current* * *Demonstrating Information or Communication Technology Proficiency* * *Using Specific Techniques & Technology* * *Demonstrating Numerical Literacy* * *Reading, Understanding & Evaluating Information* * *Processing Information* * *Demonstrating Document Use Proficiency* * *Interpreting & Applying Specific Theories & Frameworks* | * *Building Rapport* * *Liaising* * *Demonstrating Commitment to the Team* * *Advising/Counselling* * *Mediating/Resolving Conflict* * *Networking* * *Building Consensus* * *Collaborating* * *Showing Empathy* * *Advocating* * *Teaching & Training* * *Leading & Mentoring* * *Motivating & Inspiring* * *Delegating* * *Promoting & Facilitating Inclusiveness* * *Developing & Maintaining Relationships/Partnerships* | * *Demonstrating Crisis Intervention Skills* * *Problem-Solving* * *Exercising Judgement & Decision-Making* * *Action Planning* * *Critical Thinking & Analyzing* * *Researching & Investigating* * *Showing Creativity & Innovation* | * *Writing* * *Communicating Verbally* * *Delivering Presentations* * *Facilitating Groups* * *Active Listening* * *Asking Questions* * *Influencing & Persuading* * *Negotiating* * *Exercising Tact, Diplomacy & Sensitivity* * *Customizing Communication Style & Content* * *Giving Feedback* * *Communicating via Social/Digital Media* | * *Developing Self-Awareness & Accountability* * *Demonstrating Integrity & Ethical Conduct* * *Demonstrating Organizational Skills* * *Demonstrating the Ability to Follow Instructions, Policies & Procedures* * *Demonstrating Diligence & A Strong Work Ethic* * *Demonstrating Confidence* * *Demonstrating Professionalism & a Positive Attitude* * *Maintaining Confidentiality* * *Taking Ownership & Accountability* * *Being Flexible & Adaptable to Change* * *Being Proactive* * *Maintaining Composure* * *Demonstrating A Commitment to Continuous Learning* * *Managing Time Effectively* * *Demonstrating Perseverance & Resilience* * *Demonstrating Attention to Detail* * *Being Receptive to Feedback* * *Managing Work/Life Balance* * *Taking Initiative* |

**Introduction**

A [**competency**](http://becomingyu.yorku.ca/node/13#competency-tab-1-name) is the capability to apply or use a set of related knowledge, skills, abilities and individual attributes which, when applied in specific roles, help achieve desired results. To better understand a competency, it’s important to define its components:

* **Knowledge**is the information you know, including principles, facts and the procedures to perform as well as the ability to apply this information in a variety of situations. For example, you may know the procedure perform mathematical tasks like multiplying double digit numbers.
* A **skill**is about using your knowledge to do something well—your ability to perform the right technique at the right time. It’s usually developed through training and practice. For example, you could become a skilled mathematician through frequent practice and application of the knowledge that you have.
* **Ability**is the power or aptitude to perform physical or mental activities that are often associated with a profession or trade, such as computer programming, plumbing, calculus etc.
* An **attribute**is an individual’s inherent characteristics or qualities, usually expressed through what they think, do and feel. They are viewed as genetically developed or acquired through life experiences. For example, you could be known for your friendly nature and positive attitude.

Identifying and articulating your competencies (skills, knowledge, attitudes, and abilities) can enable you to find a career that best suits your strengths.

### **Learning Outcomes**

By the end of this activity, you will be able to:

* Articulate and connect your competencies to career aspirations.
* Identify learning opportunities at York University and beyond where you can hone your aptitude and competencies.

**Identifying your competencies**

The following**six core competencies** have been identified as important in positioning York University students for success.

* Communication
* Interpersonal Connections
* Personal Success
* Social Responsibility and Community Engagement
* Knowledge Acquisition and Application
* Critical Thinking and Problem Solving

Sometimes referred to as **“transferable skills”**, these competencies can be acquired or enhanced through a number of different activities and experiences including involvement in athletics, participation on committees or in student clubs, volunteering, attending workshops or special events and working either on-campus or off. You can also build these competencies through academic experiences such as being involved in group work, staying up to date with current affairs, researching, presenting ideas, completing a capstone project, or writing persuasive papers.

The development of a broad range of skills and competencies is an integral part of success in future careers and inter-cultural relationships within organizations. While it may feel like your time in university is focused on developing the disciplinary skills of your chosen major (e.g., research methods, disciplinary writing skills etc.), you are also developing important soft skills throughout your university experience, although you may not be aware of these because you aren’t often tested on them. Soft skills refer to skills you use to get things done well such as organizational skills, time management, conflict resolution, teamwork, and communication. Every team project is an opportunity to build upon your competencies in interpersonal connections, communication, and problem solving. Participating extra-curricular or community-based activities will also help you strengthen your soft skills and competencies.

You can click on the hotspots on the image to learn more about the Becoming YU six competency categories. As you click on each of the categories, review and make a note of the skills you have and the ones you don’t have. Becoming YU also provides a [competency dictionary](https://becomingyu.yorku.ca/sites/becomingyu/files/secured/SkillsDictionary.pdf) as a resource to further explore and understand each competency and skill.

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**What?**

Which competencies are your strongest? (i.e., where you have the most skills)

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Which competency category do you enjoy the most? Why?

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Which of the skills you indicated you don’t have would you most like to acquire?

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Which of the competency categories do you feel you are most important to develop given your interests and goals?

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Across all the competency categories, what five skills do you most enjoy using?

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Complete the [Truity assessment](https://www.truity.com/). How do the skills you identified above align with the Holland Code interests?

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**So What?**

How are your favourite skills being strengthened in this course?

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Before the end of the semester, what are some ways that you could strengthen the skills you would like to get better using? (Hint: There are some good ideas for strengthening these skills in the [Becoming YU Resource Playbook: Building Competencies](https://becomingyu.yorku.ca/sites/becomingyu/files/2020-02/BYU%20Resource%20Playbook.pdf)).

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What inconsistencies do you notice in your results e.g., a favorite skill in an otherwise undeveloped competency?

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**Now What?**

How do any of your top five skills intersect with the learning objectives in this course?

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How could your favourite skills relate to your interests and values in the various roles you may have in the future? E.g., parent, employee, community member, etc.

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What opportunities at York would enable you to build your skills further? There are many places on campus you could turn to help you answer this question e.g. [Get Experience](https://www.yorku.ca/laps/get-experience/), [Career Centre](https://careers.yorku.ca/students-and-new-grads/need-to-build-skills-and-experience),  [Peer Academic Coach](https://www.yorku.ca/scld/learning-skills/), [Peer Career Educator](https://careers.yorku.ca/students-and-new-grads/services-events/dropby), [Learning Skills Services](https://www.yorku.ca/scld/learning-skills/), [Learning Commons](https://learningcommons.yorku.ca/), the [Writing Centre](https://writing-centre.writ.laps.yorku.ca/), [LinkedIn Learning](https://www.linkedin.com/learning/me?u=2174970), [Toastmasters](https://www.toastmasters.org/Find-a-Club/00008059-00008059)