

Career Competency	Definition	Sample Behaviors	Suggested Action
CAREER & SELF-DEVELOPMENT	Proactively develop oneself and one's career through continual personal and professional learning, awareness of strengths and weaknesses, navigation of career opportunities, and networking to build relationships.	Awareness of strengths and areas for development. Develop plans and goals for one's future career. Professionally advocate for oneself and others. Display curiosity; seek out opportunities to learn. Assume positions that will help one progress professionally. Network	Meet with your Career Advisor and complete an interest and career inventory like TypeFocus. Discuss your results with your Career Advisor.
COMMUNICATION	Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.	Understand the importance of verbal, written, and non-verbal/body language. Employ active listening, persuasion, and influencing skills. Communicate in a clear and organized manner. Respect diversity of learning styles, varied individual communication abilities, and cultural differences. Promptly inform others when needing guidance.	Develop your Elevator Pitch and participate in a practice interview.
CRITICAL THINKING	Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.	Make decisions and solve problems using sound, inclusive reasoning and judgment. Anticipate needs and prioritize next steps. Summarize and interpret data with an awareness of personal biases that may impact outcomes. Effectively communicate actions and rationale, recognizing the diverse perspectives.	Understand how you make decisions and solve problems. Listen to other peoples' perspectives without bias.
EQUITY & INCLUSION	Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems,		