

COMM 306 “Connected SELF” Competency Framework

Competencies Assessed	Competency Level Demonstrated					
	Inadequate: Minimum Acceptable Competency Not Demonstrated < 3	Minimal Pass: Emerging Competence 4	Adequate: Developing Competence 4.5 - 5	Very Good: Functional Competence 5.5 - 6	Excellent: Advanced Competence 6.5	Exceptional: Distinctive Competence 7 - 8
INSIGHT: Ability to recognize and understand complex problems and ethical dilemmas by:						
Demonstrating moral awareness and sensitivity.	Concerning lack of insight re: ethical considerations, complexities, and/or conflicts.	Incomplete or superficial understanding of ethical considerations, complexities, and/or conflicts present in the situation.	Basic understanding of ethical considerations, complexities, and/or conflicts inherent in the situation.	Substantial understanding of ethical considerations, complexities, and/or conflicts.	Comprehensive understanding of ethical considerations, complexities, and/or conflicts.	Deeply perceptive understanding of ethical considerations, complexities, and/or conflicts.
Practicing self-awareness and self-regulation.	Concerning lack of insight re: influence of personal views & impact on others.	Some insight apparent but struggles to remain objective and participate effectively in group discussion or examine the situation in a critical and constructive manner.	Basic insight apparent based on group interaction and assignments. Generally, remains open and objective and can examine/discuss the situation in a critical and constructive manner.	Substantial personal insight apparent based on ability to contribute effectively to group interactions and remain objective in written assignments.	High degree of awareness and ability to manage personal perspectives, preferences, & emotions; facilitate group discussion & interactions; and remain objective in written assignments.	Highly-developed level of self-awareness and ability to manage personal perspectives, preferences, & emotions; engage & explore the perspectives of others; provide leadership; and positively influence others.
Demonstrating social perceptiveness and empathy.	Concerning lack of insight re: stakeholder/team member perspectives & interests.	Incomplete or superficial understanding of stakeholder/team member perspectives & interests.	Basic understanding of stakeholder/team member perspectives & interests.	Substantial understanding of stakeholder/team member perspectives & interests.	Extensive understanding of stakeholder/team member perspectives & interests.	Deeply perceptive understanding of stakeholder/team member perspectives & interests.
Using analytical frameworks and methodologies to enhance critical thinking.	Relevant frameworks & methodologies are not utilized.	Inappropriate or incomplete utilization of tools and frameworks leading to poor/superficial insights.	Functional utilization leading to relevant insights.	Appropriate utilization leading to detailed insights.	Effective utilization leading to critical strategic insights.	Effective utilization leading to distinctive strategic insights.

INSPIRATION: Ability to generate innovative solutions to complex business, personal, and societal challenges by:						
Competencies Assessed	Inadequate: Minimum Acceptable Competency Not Demonstrated < 3	Minimal Pass: Emerging Competence 4	Adequate: Developing Competence 4.5 - 5	Very Good: Functional Competence 5.5 - 6	Excellent: Advanced Competence 6.5	Exceptional: Distinctive Competence 7 - 8
Collaborating and communicating with others.	Ability to collaborate and communicate with others through verbal and written means is of serious concern. Citations/references absent leading to plagiarism or academic honesty policy violations.	Significant difficulty collaborating with others and/or expressing thoughts effectively or professionally through verbal or written means (language, style, tone, flow, design). Inappropriate content or extensive errors in grammar, punctuation, and spelling that distract the reader and interfere with the overall effectiveness of the report. Some citations/references may be missing or documented incorrectly.	Some difficulty collaborating with others and/or expressing thoughts effectively or professionally through verbal or written means (language, style, tone, flow, design). Significant revisions required to improve impact, content, format, readability, credibility, and/or quality. Minor concerns may be flagged with citations and referencing.	Collaborates effectively with others and expresses thoughts well through verbal and written means (language, style, tone, flow, design). A few edits would be beneficial to strengthen impact, content, format, readability, credibility, and/or quality (e.g. making small corrections or shifts in grammar, punctuation, word usage, or phrasing) or to ensure proper formatting of citations/references, but not enough to lead to plagiarism concerns.	Strong ability to collaborate with others and to express thoughts effectively and professionally through verbal and written means (language, style, tone, flow, design). One or two small errors in spelling, punctuation, grammar, or citations/references but not enough to distract the reader or lead to plagiarism concerns.	Outstanding ability to engage and collaborate with others and to express thoughts powerfully and professionally through verbal and written means (language, style, tone, flow, design). No notable errors in spelling, punctuation, grammar or citations/references.
Synthesizing and integrating concepts across specializations, sectors, systems, and/or societies.	Ability to synthesize and integrate concepts is of serious concern.	Significant difficulty integrating concepts and organizing, analyzing, and examining the situation in a critical and constructive manner.	Some difficulty integrating concepts and organizing, analyzing, and examining the situation in a critical and constructive manner.	A very good ability to organize, analyze, and examine the situation in a critical and constructive manner however integration of concepts from multiple sources is minimal.	A strong ability to organize, analyze, synthesize and integrate concepts from multiple sources resulting in valuable ideas and solutions.	An outstanding ability to organize, analyze, synthesize, and integrate concepts from multiple sources leading to innovative ideas and solutions.
Utilizing tools and methods to facilitate strategic problem-solving and idea generation.	Relevant tools & methods not utilized.	Inappropriate or incomplete use of tools and methods leading to poor ideas/solutions.	Basic utilization of tools and methods leading to generic ideas & solutions.	Appropriate utilization of tools and methods leading to good ideas and solutions.	Effective utilization of tools and methods leading to valuable ideas and solutions.	Effective utilization of tools and methods leading to innovative ideas and solutions.

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IMPACT: Ability to make ethically-based decisions and recommend and/or implement desirable, feasible, and sustainable solutions to complex business, personal, and societal challenges by:						
Competencies Assessed	Inadequate: Minimum Acceptable Competency Not Demonstrated < 3	Minimal Pass: Emerging Competence 4	Adequate: Developing Competence 4.5 - 5	Very Good: Functional Competence 5.5 - 6	Excellent: Advanced Competence 6.5	Exceptional: Distinctive Competence 7 - 8
Analyzing options and the potential impacts of proposed decisions and actions.	Analysis of options not completed. Potential impacts not considered.	Incomplete or inadequate analysis of options and impacts resulting in poor or inappropriate recommendations.	Basic analysis of options and impacts resulting in appropriate recommendations.	Effective analysis of options and impacts resulting in valid recommendations.	Thorough analysis of options and impacts resulting in valuable recommendations.	Comprehensive analysis of options and impacts resulting in the provision of desirable, feasible, & sustainable recommendations.
Identifying and overcoming personal biases.	No effort is made to acknowledge or address the role personal bias may have played throughout the analysis or strategy formulation process.	Some degree of awareness is acknowledged as to the potential influence of personal bias, but no effort is made to minimize or neutralize the impact.	The potential impacts of personal bias are noted in a generic manner and some effort is made to minimize/neutralize the impacts.	Standard biases are identified, and mitigation strategies incorporated.	Deeper personal/team biases are clearly articulated, and mitigation strategies incorporated.	Personal/team biases not obviously transparent are noted and addressed demonstrating a depth of insight and personal awareness.
Promoting the common good.	Stakeholder interests are not considered or incorporated into the strategy formulation process.	The solution fails to address the critical interests of some key stakeholders and therefore may not be appropriate.	The solution is appropriate but is missing some key considerations identified through the analysis process.	The solution is valid but may not effectively address the conflicting interests of all stakeholders in a meaningful way.	The solution considers key stakeholder interests and provides a suitable way forward.	The solution is desirable, feasible, and viable and promotes the common good by addressing the critical and conflicting interests of key stakeholders.
Acting with moral commitment and moral courage.	Implementation risks/conflicts/challenges are not noted.	The implementation risks/conflicts/challenges identified are inappropriate or insignificant.	Basic implementation considerations are noted however mitigation strategies may be limited or absent.	Relevant implementation considerations are identified, and basic mitigation strategies are proposed.	Critical implementation risks/conflicts/challenges are identified, and valuable mitigation strategies proposed.	Deeply perceptive implementation risks/conflicts/challenges are identified, and meaningful mitigation strategies are proposed.