



# DETERMINING YOUR PROFICIENCY – COLLABORATION

Use the descriptions to determine your current and desired level of proficiency

Engagement		
Communication	Collaboration	Leadership
Engaging in dialogue that leads to productive outcomes and points of connection by effectively articulating one's self to individuals within and outside of one's industry or area of expertise.	Developing authentic and mutually beneficial relationships by valuing everyone and taking responsibility for one's role within a team.	Being able to recognize, respect, develop, and capitalize on the unique strengths of individuals from all backgrounds and being an active member in a group that achieves a shared vision.
Level of Proficiency	Description	
Awareness <i>theoretical knowledge</i>	<ul style="list-style-type: none"> <li>• Understands the process of building authentic relationships in a variety of settings</li> <li>• Understands characteristics of high-performing teams and how individuals can contribute to their success</li> </ul>	
Basic <i>limited experience</i>	<ul style="list-style-type: none"> <li>• Engages in conversations that contribute to authentic and mutually beneficial relationships</li> <li>• Contributes to a team-based initiative and observes how different teams function and value members</li> </ul>	
Intermediate <i>practical application</i>	<ul style="list-style-type: none"> <li>• Makes authentic connections with a variety of people and builds mutually beneficial relationships</li> <li>• Encourages others to contribute to a team and models effective team membership by valuing others and meeting commitments</li> </ul>	
Advanced <i>extensive experience and application</i>	<ul style="list-style-type: none"> <li>• Establishes a network of peers, faculty, staff, alumni, and individuals across a broad spectrum and utilizes relationships in mutually beneficial ways</li> <li>• Creates positive and supportive team environments by accepting responsibility, valuing others, and sharing relevant information or resources to help others</li> </ul>	
Expert <i>recognized for mastery and attainment in all areas</i>	<ul style="list-style-type: none"> <li>• Serves as a facilitator for individuals seeking to build networks and to learn how to utilize networks in mutually beneficial ways</li> <li>• Asks for advice on how to build and facilitate high-performing teams</li> </ul>	