



# DETERMINING YOUR PROFICIENCY – LEADERSHIP

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>• Acknowledges respecting and capitalizing on everyone’s unique strengths contributes to a stronger society</li> <li>• Understands leadership is about groups developing and working towards achieving a shared vision</li> </ul>	
Basic <i>limited experience</i>	<ul style="list-style-type: none"> <li>• Observes how others recognize, respect, develop, and capitalize on the unique strengths of individuals from all backgrounds</li> <li>• Participates in groups where there is an opportunity to contribute achieving a shared vision</li> </ul>	
Intermediate <i>practical application</i>	<ul style="list-style-type: none"> <li>• Recognizes, respects, develops, and capitalizes on individuals’ unique strengths from all backgrounds</li> <li>• Encourages discussion where individuals can express different points of view to develop a shared vision</li> </ul>	
Advanced <i>extensive experience and application</i>	<ul style="list-style-type: none"> <li>• Optimizes the unique strengths of individuals that creates inclusive and collaborative environments</li> <li>• Empowers others to achieve a shared vision and communicates group accomplishments to stakeholders</li> </ul>	
Expert <i>recognized for mastery and attainment in all areas</i>	<ul style="list-style-type: none"> <li>• Capitalizes on the opportunity to connect individuals across disciplines to leverage strengths</li> <li>• Serves as a conduit to assist groups in aligning objectives with broader organizational or global objectives</li> </ul>	