# Determining Your Proficiency — Leadership

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

<table>
<thead>
<tr>
<th>Engagement</th>
<th>Communication</th>
<th>Collaboration</th>
<th>Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>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.</td>
<td>Developing authentic and mutually beneficial relationships by valuing everyone and taking responsibility for one’s role within a team.</td>
<td>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.</td>
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</tbody>
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<th>Level of Proficiency</th>
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| **Awareness** <br> theoretical knowledge | • Acknowledges respecting and capitalizing on everyone’s unique strengths contributes to a stronger society  
• Understands leadership is about groups developing and working towards achieving a shared vision |
| **Basic** <br> limited experience | • Observes how others recognize, respect, develop, and capitalize on the unique strengths of individuals from all backgrounds  
• Participates in groups where there is an opportunity to contribute achieving a shared vision |
| **Intermediate** <br> practical application | • Recognizes, respects, develops, and capitalizes on individuals’ unique strengths from all backgrounds  
• Encourages discussion where individuals can express different points of view to develop a shared vision |
| **Advanced** <br> extensive experience and application | • Optimizes the unique strengths of individuals that creates inclusive and collaborative environments  
• Empowers others to achieve a shared vision and communicates group accomplishments to stakeholders |
| **Expert** <br> recognized for mastery and attainment in all areas | • Capitalizes on the opportunity to connect individuals across disciplines to leverage strengths  
• Serves as a conduit to assist groups in aligning objectives with broader organizational or global objectives |