

# OAKLAND UNIVERSITY™

**Rochester, Michigan**

Public University

15,800 Undergraduate Students

3,500 Graduate Students



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After attending last year's Competency Symposium, we realized that we needed to re-brand our Career Competencies to make them relatable for students. We went through different acronyms and design ideas, and eventually landed on FLAGS. The Marketing Coordinator for Career Services was instrumental in developing the acronym and design. This has been a strong collaboration between Career Services and College of Arts & Sciences Advising. We are preparing to launch a website and online reflection modules for FLAGS in the fall that will be incorporated into College of Arts & Sciences course curriculum.

## RAISE YOUR **FLAGs**

### The Grizzly FLAG Program

#### Innovation, Creativity and Technology

Grizzlies are at the forefront of **innovating, thinking creatively and leveraging digital technology**. They ethically and efficiently use technology to solve problems, complete complex tasks and accomplish their goals. They also have a **creative and innovative** mindset when completing tasks and solving problems. Grizzlies seek out and recommend **emerging** tools and technologies to improve existing environments and really set themselves apart with this FLAG.

#### Critical Thinking and Problem Solving

Golden Grizzlies harness the ability to **analyze issues**, make decisions and **overcome problems** by obtaining and interpreting facts and data. They exercise reasoning to resolve errors and **make complex decisions** based on information researched and collected.

#### Communication and Listening

Grizzlies articulate their thoughts effectively using **written and oral communication skills**. They also understand that being a **good listener** is part of being a good communicator. Grizzlies take the lead with this FLAG and gain **public speaking** skills, learn to express their ideas clearly and master the art of **writing and editing**.

#### Teamwork and Collaboration

Grizzlies have the opportunity to **build collaborative relationships** with diverse students, alumni, staff and faculty members at OU. Grizzlies can also **work effectively in a team** with multiple viewpoints while delivering outstanding outcomes with this FLAG.

#### Career Management

This FLAG is all about identifying and **setting goals** for employment while at OU or after graduation. Grizzlies explore and identify **strengths**, areas for **growth** and **career paths** using this FLAG. They explore career options and understand how to take steps to **self-advocate** and **pursue** their dream opportunities.

#### Diversity and Inclusion

OU is passionate about maintaining a diverse and inclusive campus for all students. This allows Grizzlies to **value, respect and learn** from diverse cultures, races, ages, genders, sexual orientations and religions. They demonstrate **openness, inclusivity, sensitivity and respect** when interacting with people from various backgrounds, beliefs and abilities.

#### Professionalism, Work Ethic and Integrity

FLAGS raised at OU lead to Grizzly greatness in the workplace. Grizzlies demonstrate effective work-habits like **punctuality, time management and accountability**. Also understand the impact of verbal and non-verbal communication on their **professional work image**. Grizzlies use integrity to **build trust** and establish **long-lasting rapport** in their interactions.

#### Leadership

With teamwork and collaboration comes an opportunity to stand out as a leader. Grizzlies thrive using this FLAG by **leveraging the strengths** of their team members and using their communication FLAG to **coach and motivate** the team as a whole. They can **assess and manage ideas** and thoughts brought forward in the group and **organize, prioritize and delegate work**.

### What are **FLAGs**?

**F**undamental  
**L**earning outcomes,  
**A**chievements  
*and*  
**G**oals

FLAGS are transferable skills that are important to gain during your undergraduate degree program here at Oakland. By raising your FLAGS, you will gain the ability to identify and articulate the skills and knowledge that you discover while at OU to future employers or graduate school administrators. Raise your FLAGS at OU so you can strongly fly into your post-graduation future!

### The importance of **FLAGs**

The Grizzly FLAG program allows you to capture the progression of your transferable skills and keep a live record of your experiences and knowledge base.

FLAGS are the fundamental transferable skills that employers and graduate programs expect candidates to possess. These skills are considered transferable, due to their nontechnical and adaptable nature. While technical skills are not always transferable from job to job or field to field, transferable skills can be adapted to fit most any role.

This program is designed to help you identify and exemplify the skills and knowledge that you possess, so you can articulate your strengths accurately during future graduate school or employment interviews. By identifying and tracking your progress in raising your FLAGS, you'll be prepared to reference your experiences and apply them to applicable situations.

There are so many activities and assignments that you participate in throughout your time as an undergraduate student at OU. Taking the time to reflect upon your experiences and capture the knowledge that you gain while raising your FLAGS, will allow you to more easily write resume and job application bullet points, convey your experiences and strengths during various interview situations and self-advocate for your time here at OU.

Whether you are running for an e-board seat, applying for a research assistant or internship position, interviewing for graduate or professional school or applying for a full-time or part-time job, the ability to communicate your skills and experiences will increase your marketability for any position!