

## College Competency – Career Design & Management

**Ability to identify and understand interests, skills, strengths, knowledge, and experiences in order to tell one’s story. Through ongoing critical reflection, students explore career choices, build connections between competencies, and seek growth opportunities. Students are able to self-advocate and design opportunities while being cognizant of environmental and cultural contexts.**

Key Performance Indicator	Emergent	Proficient	Accomplished
<b>Identify interests, skills, strengths, knowledge, values and experiences. Integrate these into academic and career planning, goal setting and decision-making.</b>	<p>Limited identification of one’s interests, skills, strengths, knowledge, values and/or experiences</p> <p>Does not integrate these into academic and career planning, goal setting and decision-making.</p>	<p>Identifies some of one’s own interests, skills, strengths, knowledge, values and/or experiences.</p> <p>Integrates some of these into academic and career planning, goal setting and decision-making.</p>	<p>Identifies many of one’s own interests, skills, strengths, knowledge, values and/or experiences.</p> <p>Consistently integrates these into academic and career planning, goal setting and decision-making.</p> <p>Identifies growth opportunities to increase likelihood of attaining desired goals.</p>
<b>Research academic options, industries and professions. Synthesize career information to prioritize career options and develop plans to explore and try them out.</b>	<p>Research on academic options, industries and professions is limited.</p> <p>Limited prioritization of career options and/or development of plans to explore and try them out.</p>	<p>Research on academic options, industries and professions is sufficient.</p> <p>Prioritizes career options and develops plans to explore and try them out.</p>	<p>Research on academic options, industries and professions is substantial.</p> <p>Prioritizes career options and executes developed plans to explore and try them out.</p>



<p><b>Seek and complete experiences in and out of the classroom (academic, co-curricular, internship, research) that develop and enhance targeted competencies and technical skills to prepare for career success.</b></p>	<p>Limited identification of competencies and technical skills in need of development.</p> <p>Limited seeking out of opportunities to develop competencies and technical skills.</p>	<p>Identifies competencies and technical skills in need of development.</p> <p>Seeks out and engages in opportunities to develop competencies and technical skills.</p>	<p>Identifies competencies and technical skills for further advancement.</p> <p>Regularly seeks out, engages in, and builds upon opportunities to further advance competencies and technical skills.</p>
<p><b>Communicate one’s inspirations, most meaningful experiences, competencies and accomplishments related to career planning to a relevant audience (i.e. employer, interviewer, admissions reader, networking contact, advisor, faculty member, etc.)</b></p>	<p>Limited identification of inspirations, meaningful experiences, competencies and accomplishments related to career planning.</p> <p>Language choice and communication style show limited knowledge of industry and/or profession, and audience awareness.</p>	<p>Identifies inspirations, most meaningful experiences, competencies and accomplishments related to career planning.</p> <p>Language choice and communication style reflect knowledge of the industry and/or profession, and audience awareness.</p>	<p>Identifies and describes connections between inspirations, most meaningful experiences, competencies and accomplishments related to career planning.</p> <p>Language choice and communication style reflect knowledge of the industry and/or profession, and audience awareness.</p> <p>Describes how they can contribute to an organization when applying for opportunities.</p>
<p><b>Builds, connects with, and maintains a personal and professional network to advance goals and navigate career decisions.</b></p>	<p>Connections or engagement with others is limited, reducing opportunities to seek out support with career planning and/or decisions.</p>	<p>Actively works to build and engage networks to advance goals and navigate career planning and/or decisions.</p>	<p>Actively engages with and builds upon established networks to advance and navigate career planning and/or decisions.</p>