# TRINITY WESTERN UNIVERSITY

# Career Ready Framework
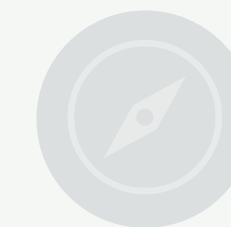
## PERSONAL DEVELOPMENT

| CATEGORIES | OUTCOMES/BEHAVIOURS |
|---|---|
| Leadership | Leading teams and leading self. Providing guidance, instruction, and direction to a group while fostering growth and development. |
| Theological Reflection | Deepening self-awareness and spiritual growth through Christ. The process of finding God through experience and acquiring wisdom in the exploration of spirituality. |
| Communication | Exchanging ideas and information while actively listening to others to promote understanding and collaboration. |
| Intercultural Awareness | Acknowledging, respecting, and including diverse values, beliefs, and practices across different cultures. |
| Integrity | Upholding honesty, fairness, and building trust. |
| Conflict Resolution | Facilitating constructive dialogue and negotiation to find the best course of action between conflicting parties. |
| Social Responsibility | Embracing transparency and ethical impacts to contribute positively to society and the environment. Promoting stewardship, sustainability, and responsible behaviour. |

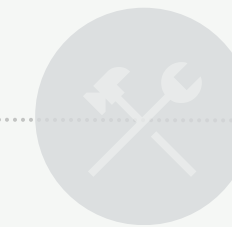## CREATIVITY, COLLABORATION, AND ADAPTABILITY

| CATEGORIES | OUTCOMES/BEHAVIOURS |
|---|---|
| Problem Solving | Identifying and addressing challenges or areas of improvement by finding solutions or implementing enhancement. |
| Critical Thinking | Approaching situations with an objective mindset and forming well-reasoned judgments and conclusions. |
| Innovation | Initiating and implementing new ideas, approaches, and methods to drive positive change and foster innovative solutions. |
| Project management | Applying knowledge, skills, abilities, and other characteristics to successfully plan and execute activities in order to meet the requirements of a full-scale project. |
| Teamwork | Collaborating and working efficiently with peers, valuing diverse perspectives, and contributing effectively towards shared goals and outcomes. |
| Organization | Demonstrating coordination skills that repeatedly demonstrate detail orientation, focus, and time management. |
| Adaptability | Embracing changes and effectively adapting oneself. Transferring and applying your skills across various disciplines, articulating them to diverse contexts. |

## DIGITAL AND DATA LITERACY

| CATEGORIES | OUTCOMES/BEHAVIOURS |
|---|---|
| Digital Innovation | Applying technology to redesign processes and increase overall work productivity. |
| Managing Data and Information | Ensuring responsible collection, organization, and maintenance of information. |
| Analyzing Data | Conducting thorough and objective examination of information relevant to address problems or achieve goals. |
| Communicating Data and Information | Articulating and presenting findings effectively using digital tools. |
| Digital Design | Creating visually engaging digital media content for effective communication. |

Discover.     Equip.     **Launch.**

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## Career Ready Framework

### SCORING

*OPTION 1*

| LEVEL | OUTCOMES/BEHAVIOURS |
|---|---|
| Not Started | Not yet initiated or taken any action towards acquiring or developing the specific skill or competency. |
| Started | Taken initial steps or made some progress towards developing the skill or competency, but it is still at an early stage. |
| Developing | Actively working on acquiring and honing the skill or competency, showing progress and improvement over time, but there is still room for further development. |
| Proficient | Achieved a high level of competence and mastery in the skill or competency. They can effectively apply and demonstrate the skill in various contexts and consistently produce quality outcomes. |

*OPTION 2*

| LEVEL | OUTCOMES/BEHAVIOURS |
|---|---|
| Not Started | Not yet initiated but intends to explore and embark on a journey of acquiring and developing the specific skill or competency, opening new possibilities for growth and learning. |
| Started | Taken the first steps in their learning journey, demonstrating a proactive approach to acquiring and improving the skill or competency. Engaged in the process of continuous learning and development. |
| Developing | Actively progressing in their learning journey, actively acquiring knowledge, practicing, and refining the skill or competency. Dedicated to ongoing growth and improvement. |
| Proficient | Achieved a high level of competence in the skill or competency through consistent effort and dedication to learning. Built a strong foundation, growth mindset, and capability to effectively apply knowledge and skills in various contexts. |