EMPOWER STUDENTS FOR LIFE AFTER CLEMSON

Integrate Core Competencies to Elevate Readiness

ELEVATE READINESS
Clemson University's Core Competency Initiative

The Core Competencies

The Engagement Set
- Communication
- Collaboration
- Leadership

The Innovation Set
- Adaptability
- Analytical Skills
- Technology

The Professionalism Set
- Self-Awareness
- Integrity & Ethics
- Brand

The Engagement Set

Communication

Engaging in dialogue that leads to productive outcomes and points of connection by effectively articulating oneself to individuals within and outside of one's industry or area of expertise.

Sample Behaviors
- Perceives non-verbal cues
- Adjusts style and content for audience and format
- Anticipates others' reactions and prepares for questions
- Provides and receives feedback

Collaboration

Developing authentic and mutually beneficial relationships by valuing everyone and taking responsibility for one's role within a team.

Sample Behaviors
- Establishes a network across a broad spectrum
- Seeks to learn from others
- Navigates conflict
- Shares responsibility of team goals and projects

Leadership

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.

Sample Behaviors
- Encourages different points of view
- Empowers others to achieve a shared vision and shares credit
- Plans, initiates, manages, completes, and evaluates meetings and/or projects
- Establishes priorities

Keep Growing

Consider internships, cooperative education experiences, part-time jobs, research opportunities, and co-curricular activities to increase your confidence and competence.

Awareness	Basic	Intermediate	Advanced	Expert
★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Becoming familiar with foundational concepts	Performing standard tasks accurately with guidance	Handling routine and complex tasks independently and accurately	Delivering high-quality and nuanced results consistently	Setting standards, guiding others, and creating new approaches

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Sample Interview Questions | The Engagement Set

	Communication	Collaboration	Leadership
Awareness ★☆☆☆☆ Becoming familiar with foundational concepts	Tell me about a time when you composed a message that provided ideas and supporting information.	Tell me about a time when you understood the importance of building genuine relationships with individuals you had to work within an academic or non-academic setting.	Tell me about a time when you observed someone develop a group and lead them towards achieving a shared vision or goal.
Basic ★★☆☆☆ Performing standard tasks accurately with guidance	Tell me about a time when you tailored your communication style to different audiences while maintaining your intended outcome.	Tell me about a time when you contributed to a team-based initiative and observed how different teams function and value its members.	Tell me about a time when you observed someone capitalize on the unique strengths of individuals from all backgrounds.
Intermediate ★★★☆☆ Handling routine complex tasks independently and accurately	Tell me about a time when you adapted your message to others' learning styles, languages, cultural backgrounds, and/or levels of understanding to foster dialogue and productive outcomes.	Tell me about a time when you formed relationships with people outside of your immediate area/department and contributed to an organization or company goal.	Tell me about a time when you created an environment where individuals could express different points of view to develop a shared vision or achieve a common goal.
Advanced ★★★★☆ Delivering high-quality and nuanced results consistently	Tell me about a time when you modeled dynamic communication and guided others in developing strategic communication plans.	Tell me about a time when you created a positive and supportive team environment by accepting responsibility, meeting team commitments, valuing others, and sharing relevant information or resources to help others.	Tell me about a time when you empowered others to achieve a shared vision and communicated group accomplishments to stakeholders.
Expert ★★★★★ Setting standards, guiding others, and creating new approaches	Tell me about a time when you modeled dynamic communication and guided others in developing strategic communication plans.	Tell me about a time when you served as a connector for individuals seeking to build networks and learning how to leverage networks in mutually beneficial ways.	Tell me about a time when you served as a conduit to guide groups in aligning objectives with broader organizational or global objectives.

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The Innovation Set

Adaptability

Taking the initiative to further enhance one's skill set and being creative with ways of thinking or approaches that allow for action, reflection, failure, and resilience in an ever-changing world.

Sample Behaviors

- Considers new approaches to problems and/or projects
- Seeks to enhance skills
- Anticipates changes in industries
- Recognizes that challenges and failure are a part of the learning experience

Analytical Skills

Seizing the opportunity for organizational improvement that prompts critical thinking and problem solving by obtaining, processing, and synthesizing information.

Sample Behaviors

- Utilizes information to critically examine problems and develop solutions
- Employs different methods of obtaining, processing, and synthesizing information
- Weighs options by considering the impact
- Makes recommendations

Technology

Employing current and emerging software and tools to solve general and industry-specific challenges.

Sample Behaviors

- Utilizes current and emerging tools
- Compares and articulates the potential of different tools to solve complex challenges
- Troubleshoots independently before seeking assistance
- Serves as a resource for training others

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Sample Interview Questions | The Innovation Set

	Adaptability	Analytical Skills	Technology
Awareness ★☆☆☆☆ Becoming familiar with foundational concepts	Tell me about a time when you observed someone demonstrate that new approaches and ways of thinking can be beneficial.	Tell me a little bit about how you obtain, process, and synthesize information in a new situation.	Tell me about how you learned about current and emerging technology tools that are used to solve general and industry-specific challenges.
Basic ★★☆☆☆ Performing standard tasks accurately with guidance	Tell me about a time when you incorporated feedback and considered new approaches to problems when the current methods were not yielding desired outcomes.	Tell me about a time when you obtained, processed, and synthesized information to solve a problem.	Tell me about a time when you used basic technology tools with the assistance of others to solve general and industry-specific challenges.
Intermediate ★★★☆☆ Handling routine complex tasks independently and accurately	Tell me about a time when you voluntarily sought feedback from a variety of individuals to determine if skill proficiency had increased.	Tell me about a time when you identified a problem and then obtained, processed, and synthesized information to solve the problem.	Tell me about a time when you were able to troubleshoot issues with basic technology tools before asking for assistance from others.
Advanced ★★★★☆ Delivering high-quality and nuanced results consistently	Tell me about a time when you promoted creative solutions to conquer challenges and recognized that failure is a part of the learning experience.	Tell me about a time when you made a recommendation to solve a problem.	Tell me about a time when you recommended the adoption of technology tools to solve general and industry-specific challenges.
Expert ★★★★★ Setting standards, guiding others, and creating new approaches	Tell me about a time when you anticipated changes in industries and in an ever-changing world that demand long-range planning, creative solutions, and flexibility.	Tell me about a time when you promoted a culture where others were empowered to identify and solve problems that led to organizational improvement.	Tell me about a time when you were sought out by others on how technology can help solve general and industry-specific challenges.

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The Professionalism Set

Self-Awareness

Understanding one's strengths, limitations, emotions, and biases in a variety of situations and articulating how one's interests, skills, and values align with educational goals.

Sample Behaviors

- Reflects on progress and adjusts behaviors
- Establishes and reevaluates goals
- Manages stress and emotions and interprets emotions of others
- Manages time and parallel projects

Integrity & Ethics

Making choices and consistently acting in a manner that follows internal principles, morals, and values and external laws, rules, and norms.

Sample Behaviors

- Demonstrates dependability
- Articulates and acts in alignment with principles, morals, and values
- Accountable to self and others
- Demonstrates a high level of dedication

Brand

Demonstrating the continual development of a positive impression or image in every facet of life while seeking feedback from others to ensure congruence between one's intended and perceived reputation.

Sample Behaviors

- Accepts responsibility
- Reflects on reputation and adjusts to achieve congruence with values and ethics
- Responds and manages others' concerns
- Solicits feedback and redirects actions as needed

Keep Growing

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Sample Interview Questions | The Professionalism Set

	Self-Awareness	Integrity & Ethics	Brand
Awareness ★☆☆☆☆ Becoming familiar with foundational concepts	Tell me about a time when you sought out opportunities to learn about how your interests, skills, and work values intersect.	Describe the difference between integrity and ethics.	Tell me how a supervisor, professor, or advisor would describe you.
Basic ★★☆☆☆ Performing standard tasks accurately with guidance	Tell me about how your experience(s) helped you learn about your interests, skills, and work values and how they align with your educational and professional goals.	Tell me about some of the rules and policies that guide you in different environments.	Tell me about a time when you tried to build your reputation by applying feedback from others.
Intermediate ★★★☆☆ Handling routine complex tasks independently and accurately	Tell me about a time when you applied strengths and acknowledged limitations.	Tell me about a time when you sought feedback from others to guide decisions and actions.	Tell me about a time when you initiated a conversation to gain feedback from your supervisor, professor, or advisor.
Advanced ★★★★☆ Delivering high-quality and nuanced results consistently	Tell me about a time when you recognized your emotions and adjusted course to remain productive in achieving goals.	Tell me about a time when you evaluated implications of different courses of action that could have had an impact on others or yourself.	Tell me about a time when things went well. What makes you proud of that moment?
Expert ★★★★★ Setting standards, guiding others, and creating new approaches	Tell me about a time when you adjusted educational and professional goals based on your interests, skills, and work values.	Tell me about a time when you focused on the greater good by challenging others when integrity and ethics were not being considered.	Tell me about a time when you supported others as they sought help with developing the knowledge, skills, and attitudes that led to making a positive impression in the workplace.