

# Core Competencies for Graduate Students

Competency	Elements	Description
Self-Awareness/Self-Assessment	<ul style="list-style-type: none"> <li>Emotional intelligence</li> <li>Interpersonal skills</li> <li>Personal/professional identity</li> <li>Self-improvement and growth - feedback</li> <li>Wellness, work-life integration, resilience</li> <li>Financial Literacy</li> <li>Change management</li> </ul>	<p>Ability to critically develop interests, attitudes, abilities, skills, and values to inform decision making processes</p>
Communication	<ul style="list-style-type: none"> <li>Effective communication</li> <li>Interpersonal understanding</li> <li>Mentoring relationships</li> <li>Collaboration and team-building</li> <li>Networking</li> </ul>	<p>Ability to communicate, both orally and in writing, for various audiences.</p> <p>Ability to empathize, listen, and be sensitive to others.</p> <p>Ability to effectively respond to advice and criticism, as well as be able to guide and provide constructive criticism.</p> <p>Ability to contribute to groups, avoid and/or resolve conflicts, motivate others, and foster a collaborative environment.</p> <p>Ability to build relationships with others, establish rapport.</p>
Academic Development (Scholarship, Teaching & Mentorship)	<ul style="list-style-type: none"> <li>Conceptualize research/scholarship</li> <li>Teaching</li> <li>Initiative</li> <li>Critical thinking and problem solving</li> </ul>	<p>Ability to define a research question and strategically plan an approach</p> <p>Ability to plan a course, implement activities, and assess student learning.</p> <p>Ability to be pro-active, self-motivated, persistent and decisive.</p> <p>Ability to generate and test theories and seek solutions to problems.</p>
Leadership & Professionalism	<ul style="list-style-type: none"> <li>Professional ethics</li> <li>Goal and milestone planning</li> <li>Leadership of diverse teams</li> <li>Problem solving strategies and solutions</li> <li>Evaluation and feedback</li> </ul>	<p>Ability to behave in a manner consistent with the ethical standards of a given field.</p> <p>Ability to strategically plan and set goals and milestones.</p> <p>Ability to lead a group, create a vision, build a sense of purpose, and motivate a group regardless of their race, gender, sexual orientation or religious affiliation.</p> <p>Ability to define a problem and devise solutions with sensitivity to the context.</p> <p>Ability to provide constructive criticism.</p>
Career Development	<ul style="list-style-type: none"> <li>Personal and professional organization/planning</li> <li>Professional flexibility</li> <li>Professional competitiveness</li> </ul>	<p>Ability to set goals for your personal and professional life and envision how to achieve those goals.</p> <p>Ability to develop skills that are useful in multiple work environments.</p> <p>Ability to develop materials and utilize resources that will make you competitive on the job market.</p>

Actions	Early Stage	Mid-Stage	Late Stage
<b>Self-Awareness/Self-Assessment</b>			
Communication	<ul style="list-style-type: none"> <li><input type="checkbox"/> Initiate mentoring relationships</li> <li><input type="checkbox"/> Learn conventions of communication within your discipline</li> <li><input type="checkbox"/> Formulate and present research plan</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Develop presentation skills for discipline and non-discipline specific audiences</li> <li><input type="checkbox"/> Write for both technical and non-technical audiences</li> <li><input type="checkbox"/> Communicate with mentors effectively</li> <li><input type="checkbox"/> Present research at national conferences</li> <li><input type="checkbox"/> Publish research/scholarship</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Present research at national conferences</li> <li><input type="checkbox"/> Publish research/scholarship</li> <li><input type="checkbox"/> Maintain professional networks</li> </ul>
Academic Development (Scholarship, Teaching & Mentorship)	<ul style="list-style-type: none"> <li><input type="checkbox"/> Connect coursework to research &amp; scholarship</li> <li><input type="checkbox"/> Seek funding to support projects</li> <li><input type="checkbox"/> Explore resources to support academic development</li> <li><input type="checkbox"/> Attend TA orientation &amp; teaching workshops</li> <li><input type="checkbox"/> Plan research projects</li> <li><input type="checkbox"/> Seek out teaching opportunities</li> <li><input type="checkbox"/> Mentor undergraduates</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Develop collaborative relationships to support research projects</li> <li><input type="checkbox"/> Attend teaching workshops</li> <li><input type="checkbox"/> Assess and modify research plans</li> <li><input type="checkbox"/> Develop methods and analysis skills</li> <li><input type="checkbox"/> Develop a teaching portfolio</li> <li><input type="checkbox"/> Serve as manuscript reviewer for journals in your field</li> <li><input type="checkbox"/> Mentor undergraduates</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Form dissertation writing groups</li> <li><input type="checkbox"/> Synthesize teaching statement/portfolio</li> <li><input type="checkbox"/> Finalize projects</li> <li><input type="checkbox"/> Formulate 5-year research plan</li> </ul>
Leadership & Professionalism	<ul style="list-style-type: none"> <li><input type="checkbox"/> Attend Ethics trainings and seminars</li> <li><input type="checkbox"/> Create an Individual Development Plan (IDP)</li> <li><input type="checkbox"/> Seek leadership and service opportunities</li> <li><input type="checkbox"/> Join professional organizations and build internal and external networks</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Take on leadership positions</li> <li><input type="checkbox"/> Contribute to team-based projects</li> <li><input type="checkbox"/> Troubleshoot issues and propose creative solutions</li> <li><input type="checkbox"/> Manage project budget and personnel</li> <li><input type="checkbox"/> Provide feedback to peers on presentations, manuscripts, &amp; grants</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Serve as a role model for junior graduate students</li> <li><input type="checkbox"/> Maintain professional networks</li> <li><input type="checkbox"/> Plan for transition after graduate studies</li> </ul>
Career Development	<ul style="list-style-type: none"> <li><input type="checkbox"/> Explore University Career Services resources</li> <li><input type="checkbox"/> Complete self-assessments</li> <li><input type="checkbox"/> Explore career options</li> <li><input type="checkbox"/> Develop career goals</li> <li><input type="checkbox"/> Create a CV/resume</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Identify external opportunities, internships, work experiences aligned with career goals</li> <li><input type="checkbox"/> Document research and teaching accomplishments</li> <li><input type="checkbox"/> Modify career goals</li> <li><input type="checkbox"/> Build transferable skills</li> <li><input type="checkbox"/> Document research and teaching accomplishments on CV/resume</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Finalize job application materials</li> <li><input type="checkbox"/> Apply for positions aligned with your career goals</li> <li><input type="checkbox"/> Learn how to interview and negotiate job offers</li> </ul>