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|  | 1st Year | 2nd & 3rd Year | Ready to Graduate |
| Recognize and Reflect on Personal Strengths and Limitations \*Cultivating Well-being | * Identify personal strengths and areas for growth in relationships.
* Describe the impact of personal behaviors on others.
 | * Evaluate how interpersonal strengths and limitations affect team dynamics.
* Reflect on the effectiveness of your approach in managing relationships.
 | * Model self-awareness in relationships, demonstrating accountability for your actions.
* Encourage others to reflect on their strengths and limitations to foster positive relationships.
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| Resolve Conflicts and Negotiate Constructively \*Cultivating Well-being | * Practice basic conflict resolution strategies.
* Supports a constructive team culture by doing any one of the following:
* Treats team members respectfully by being polite and constructive in communication.
* Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.
* Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.
* Provides assistance and/or encouragement to team members.
 | * Adapt strategies based on the needs and viewpoints of others to achieve constructive outcomes.
* Supports a constructive team climate by doing any two of the following:
* Treats team members respectfully by being polite and constructive in communication.
* Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.
* Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.
* Provides assistance and/or encouragement to team members.
 | * Advocate for inclusive conflict resolution that considers all perspectives.
* Supports a constructive team climate by doing all of the following:
* Treats team members respectfully by being polite and constructive in communication.
* Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.
* Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.
* Provides assistance and/or encouragement to team members.
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| Build and Maintain Collaborative Relationships\*Communicating Meaningfully | * Engage in respectful communication to build positive relationships.
* Listen actively to understand the perspectives of others.
 | * Foster strong relationships in a group through respectful collaboration.
* Collaborate with diverse individuals to achieve shared goals, adapting communication as necessary.
 | * Foster strong relationships through collaboration, offering and receiving feedback constructively.
* Sustain long-term relationships through effective collaboration and ethical decision-making.
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| Professional Identity Formation | * Identifies aspects of a professional role that align with personal values and strengths.
* Articulates early perceptions of what it means to be a professional in a chosen field.
 | * Identifies professional experiences to strengthen identity and self-efficacy within discipline.
* Adjust behaviors to align with the values and responsibilities of the profession.
 | * Demonstrates a well-defined professional identity through action and communication.
* Integrates personal and professional values to influence group dynamics and foster shared success.
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\*Contributes to the development of additional competencies