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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. |
| 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. |
| 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. |
| 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. |

\*Contributes to the development of additional competencies