



Expand and Transfer Expertise

Context-specific skills

Acquire and strengthen knowledge and skills relevant to a specific discipline or context.

Behaviours:

- Develops knowledge and skills relevant to the work context
- Actively integrates ideas from across contexts

Information and data literacy

Find, evaluate, interpret, synthesize, and use information and data effectively.

Behaviours:

- Identifies data relevant to the work at hand
- Synthesizes data from multiple sources into meaningful information

Technological agility

Assess, select and use technologies to simplify and streamline the work required to reach the desired outcomes. Demonstrate keenness and aptitude for new technologies.

Behaviours:

- Grasps new technologies with ease
- Applies technology to achieve better results
- Advocates for the use of innovative technologies



Develop Self

Self-management

Act with professionalism, regulating behaviour for task and interpersonal challenges.

Behaviours:

- Approaches workplace situations with positive attitude
- Manages own reactions and emotions
- Copes with workplace pressures
- Incorporates feedback into workplace performance
- Demonstrates integrity and ethics in the workplace

Self-assessment

Reflect on how one's motivation, strengths and areas of challenge relate to contribution to the workplace. Seek feedback and remain curious and honest regarding one's knowledge, skill and abilities.

Behaviours:

- Acknowledges limits of one's knowledge, skills and abilities
- Seeks feedback on performance
- Has an accurate sense of contribution

Lifelong learning & career development

Explore relationship between personal values and interests and occupation options. Set career and learning goals. Identify and pursue professional opportunities and connections to help reach goals. Track progress.

Behaviours:

- Makes plans to achieve learning goals
- Explores how personal values and interests align with occupational demands, tasks, goals and environments
- Seeks learning opportunities, both formal and informal
- Takes initiative to connect with others about career opportunities



Build Relationships

Communication

Articulate thoughts, ideas, and possibilities clearly and effectively in written and oral forms to persons inside and outside the organization. Listen actively and ask questions to empathetically understand other people's viewpoints.

Behaviours:

- Communicates ideas effectively (e.g. uses empathy to adapt communication to audience and circumstance)
- Uses clear and concise language
- Listens attentively to others

Collaboration

Share responsibility as a positive team member to solve problems and meet goals.

Behaviours:

- Works effectively with others
- Proactively seeks the opinions, ideas and expertise of others
- Gives credit to others for their ideas, strengths and contributions
- Seeks to improve working relationships

Intercultural effectiveness

Seek contributions from, work cooperatively with, and express respect for people from diverse backgrounds and differing organizational perspectives.

Behaviours:

- Develops knowledge about values and social interaction norms of others
- Values diversity and inclusion
- Adjusts cultural assumptions based on experiences
- Adapts to culturally diverse situations



Design and Deliver Solutions

Innovation mindset

Make unconventional or creative connections across industries, contexts, or fields that enable the creation of ideas, approaches and application of technology.

Behaviours:

- Demonstrates curiosity in the workplace
- Identifies opportunities for improvement
- Takes measured risks

Critical thinking

Analyze problems critically, evaluate alternatives, and select the best course of action.

Behaviours:

- Identifies multiple feasible options or solutions to problems
- Make evidence-based decisions and/or recommendations
- Seeks to understand the "big picture", root problem or purpose for their actions
- Explores implications of proposed solutions to problems

Implementation

Structure, coordinate, organize, and successfully complete projects and tasks.

Behaviours:

- Identifies concrete steps necessary to complete projects
- Manages own deadlines
- Fulfills responsibilities