




Rubric




Circle the number that describes your level of proficiency and describe how you gained/demonstrate this skill.




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|---|----------------------------|----------------------------|-----------------------------------|--------------------------|--------------------------------------|
|  <p>Critical Thinking/Problem Solving Exercise sound reasoning, self-reflection of assumptions and preconceptions, and careful consideration of evidence to analyze issues, make decisions, and overcome problems.</p> | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |
|  <p>Collaboration Build collaborative relationships with individuals representing diverse cultures, races, ability, ages, genders, religions, lifestyles, and viewpoints. Strive to increase ability to work within a team and across differences to come to an agreement or solve a problem.</p> | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |
|  <p>Personal Responsibility Demonstrate personal accountability, integrity, and ethical behavior; act responsibly with the interests of the larger community in mind. Recognize and learn from mistakes.</p> | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |


How did you gain or demonstrate this skill?
Example: As the Social Chair of my residence hall, it was my job to create fun and safe activities for the residents. We planned and advertised an event only to discover that it overlapped with a major speaker at Drake. I carefully considered the options and quickly reached out to all the registered students to suggest we attend the speaker together and have ice cream after. Survey's showed it was one of the favorite events of the semester.

How did you gain or demonstrate this skill?
Example: In my FYS, we were assigned a group presentation. I didn't know my team members very well, so I suggested we all share our strengths and weaknesses. Based upon our strengths, we were able to assign each other to tasks that helped us create a strong presentation.

How did you gain or demonstrate this skill?
Example: I was assigned the job of "key-holder" for the store where I worked last summer. I was responsible for opening and closing the store, including depositing all cash receipts from the day. It was crucial that I arrived on time and set an example of positive and professional behavior for other employees.

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|  <p>Communication Express ideas to others in an effective and thoughtful manner in verbal and written forms. Read with thoughtfulness and understanding. Listen to and respond appropriately to divergent points of view. Understand the impact of non-verbal communication.</p> | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |
| How did you gain or demonstrate this skill? | | | | | |
|  <p>Digital Proficiency Remain up to date, intellectually curious, and open-minded about technology; embrace and encourage digital initiatives; and demonstrate ability to lead, and be a part of, dispersed teams through use of technology. Understand and demonstrate the appropriate and ethical use of technology.</p> | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |
| How did you gain or demonstrate this skill? | | | | | |
|  <p>Leadership Leverage the strengths of self and others to ethically influence achievement of common goals. Use interpersonal skills to guide and motivate; and organize, prioritize, and delegate work. Navigate through conflict with civility and emotional intelligence.</p> | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |
| How did you gain or demonstrate this skill? | | | | | |

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|---|----------------------------|----------------------------|-----------------------------------|--------------------------|--------------------------------------|
|  <p>Global/Multi-Cultural Understanding Value, respect, and learn from those with lived experiences that differ from one’s own. Identify elements that create diversity, inclusion, exclusion and privilege, and reflect on personal biases. Demonstrate empathy and the ability and willingness to view issues from other’s points of view in appreciation and sensitivity to diversity.</p> | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |
| How did you gain or demonstrate this skill? | | | | | |
|  <p>Innovation Use design thinking and curiosity to identify creative solutions/ideas, experiment, explore multiple forward-thinking strategies, and apply knowledge to move to action.</p> | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |
| How did you gain or demonstrate this skill? | | | | | |
|  <p>Growth Mindset Ask questions and investigate the “why” behind issues. Actively listen. Appropriately challenge the status quo and gain new perspectives through interactions with various sources. Embrace feedback and demonstrate a persistent desire to learn, reflect and evolve.</p> | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |
| How did you gain or demonstrate this skill? | | | | | |

|  Values Driven Identify and align interests, values and strengths to help self and others build meaningful personal lives, professional accomplishments, and responsible global citizenship. | 1 demonstrate infrequently | 2 demonstrate occasionally | 3 demonstrate about half the time | 4 demonstrate frequently | 5 demonstrate a majority of the time |
|---|----------------------------|----------------------------|-----------------------------------|--------------------------|--------------------------------------|
| How did you gain or demonstrate this skill? | | | | | |

- Adapted from: NACE Career Readiness Competencies; AAC&U Hart Research Civic Minded Professional Skills; ASHOKA-U Change Maker Attributes

List three developmental goals to improve your True Blue Skills:

1.

2.

3.