

# UM Competencies Framework Reflection

View and download the full framework, including definitions for all competencies, at [bit.ly/UM-CompFramework](https://bit.ly/UM-CompFramework)



Category	Competency	Important to me / my career? (0-3)	Capable, Confident, Consistent? (0-3)	When / where have I done this?
<p><b>Communication</b></p> <p>Communication involves interacting with others in multiple ways and through multiple mediums, allowing for a message to be received, expressed, negotiated, and understood. Communication includes understanding personal and diverse perspectives within societal and cultural contexts. It is fundamental to connecting with others, sharing ideas and emotions, expressing individuality, and developing a sense of belonging.</p>	<ul style="list-style-type: none"> <li>Attentive Listening</li> <li>Verbal Communication</li> <li>Written Communication</li> <li>Presenting and Facilitating</li> <li>Multilingualism</li> </ul>			
<p><b>Collaboration</b></p> <p>Collaboration involves building and maintaining relationships and proactively seeking and valuing diverse viewpoints, opinions, ideas, and expertise. It necessitates the intentional sharing of responsibilities to transform individual ideas and strengths into collective action to accomplish common goals and solve complex problems.</p>	<ul style="list-style-type: none"> <li>Teamwork</li> <li>Empathy</li> <li>Managing Conflict</li> <li>Innovation</li> <li>Managing Projects and Work Plans</li> </ul>			
<p><b>Social Responsibility</b></p> <p>Social responsibility involves individuals engaging and working toward a more just, compassionate, and sustainable world. It necessitates reflection, inclusion of diverse perspectives, humility, and recognition of positionality, to foster ethical and collective actions that make a positive impact.</p>	<ul style="list-style-type: none"> <li>Anti-Oppression</li> <li>Ethical Action</li> <li>Inclusion and Access</li> <li>Community Engagement</li> <li>Global Citizenship</li> </ul>			
<p><b>Commitment to Truth, Healing, Reconciliation, and Resurgence with Indigenous Peoples</b></p> <p>Commitment to Truth, Healing, Reconciliation, and Resurgence with Indigenous Peoples of Turtle Island is about building and fostering relationships with Indigenous Peoples by supporting the resurgence of Indigenous ways of knowing, being, teaching, speaking, and doing, including learning on and from the land. This involves taking personal responsibility to disrupt colonialism, racism, and bias in oneself, others, and systems, and support and respect Indigenous Peoples in reclaiming and revitalizing diverse Indigenous languages, cultures, and worldviews.</p> <p><i>In this framework, Indigenous refers to First Nations, Métis, and Inuit peoples.</i></p>	<ul style="list-style-type: none"> <li>Developing Indigenous Cultural Literacy</li> <li>Addressing Colonial Impacts</li> <li>Respecting Indigenous Ceremony and Cultural Protocols</li> <li>Living Relationality</li> <li>Preserving and Reclaiming Indigenous Languages</li> </ul>			

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<p><b>Cognitive Skills</b></p> <p>Cognitive skills are mental processes used to explore and interact with knowledge, information, and imagination to generate and express ideas, reflect on outcomes, solve problems, and develop original concepts and deeper understandings. They are core skills used to better understand the world and the ways you think and learn.</p>	<p>Creativity</p> <p>Critical Thinking</p> <p>Problem Solving</p> <p>Decision Making</p> <p>Metacognition</p>			
<p><b>Technological Skills</b></p> <p>Technological skills involve the ability to interact with and adapt to changes in technologies and how they are used to make meaning from complex information, solve problems, tell stories, inform decisions, and secure our digital identity and data.</p>	<p>Technological Agility</p> <p>Digital Information Fluency</p> <p>Data Literacy</p> <p>Digital Presence Management</p> <p>Digital Content Creation and Design</p>			
<p><b>Personal Growth</b></p> <p>Personal growth involves learning, understanding, and reflecting about oneself and taking action to maintain and further one's well-being. It is a lifelong, nonlinear, and intentional progression that builds from adversity and success.</p>	<p>Curiosity</p> <p>Resilience</p> <p>Lifelong Learning</p> <p>Well-Being</p> <p>Career Development</p>			
<p><b>Self-Leadership</b></p> <p>Self-leadership is the ability to manage one's behaviors, thoughts, and emotions in an intentional and productive way, and to take responsibility for choosing one's actions and reactions.</p>	<p>Self-Awareness</p> <p>Self-Regulation</p> <p>Initiative</p> <p>Adaptability</p> <p>Time Management and Prioritization</p>			
<p><b>Leadership Practices</b></p> <p>Leadership practices are deliberate, values-driven, and collaboration-building actions that draw on other relevant Competency Areas, experience, and expertise to achieve a common purpose. People demonstrate formal and informal leadership in different contexts by persevering through challenges and modelling consistent behaviours that align with personal, team, or organizational responsibilities.</p> <p><i>In this framework, Leadership Practices refer to practices specific to leading others, without representing all the competencies that an individual leader needs.</i></p>	<p>Articulating Vision and Strategy</p> <p>Cultivating Safety, Trust, and Collaboration</p> <p>Coaching, Mentoring, and Advising</p> <p>Intentional Advocacy</p> <p>Mobilizing People and Resources</p>			