

**SOAR Competencies and Skills Guide**

<b>Skill Category</b>	<b>Employability Skill</b>	<b>Skill Definition</b>	<b>Skill Statements</b> <i>By participating in this experience, I will be able to...</i>
NorQuest Skills of Distinction	Inclusion	Learners value diversity and individuality and base their actions on the principles of social justice. They strive to create safe environments, a sense of belonging and acceptance for themselves and others.	<ul style="list-style-type: none"> <li>Advocate for a safe learning environment to support diversity</li> </ul>
	New Ways of Thinking	Learners embrace bold new ways of thinking. They are prepared to take risks, keep learning, be creative and take personal responsibility for adapting to changing situations.	<ul style="list-style-type: none"> <li>Participate in new ways of thinking that promote growth, creativity, and innovation</li> </ul>
	Resilience	Learners are courageous, healthy, and able to respond to or overcome challenges. Through their learning experiences at NorQuest, they become more aware and accountable for their actions.	<ul style="list-style-type: none"> <li>Advocate for oneself in navigating life's challenges</li> </ul>
Interpersonal Skills	Collaboration	The ability to work with others to achieve a common goal.	<ul style="list-style-type: none"> <li>Cooperate with others to achieve common goals</li> </ul>
	Social Awareness and Civic Responsibility	An individual's frame of reference that guides decision making in terms of awareness and engagement in complex social issues.	<ul style="list-style-type: none"> <li>Seek knowledge of community needs to support social and civic engagement</li> </ul>
	Leadership	Learners demonstrate behaviors, qualities, and characteristics needed to participate in leading from where you are.	<ul style="list-style-type: none"> <li>Engage in leading from where you are</li> </ul>
Fundamental Employability Skills	Communication	The ability to share and understand information in a variety of ways (i.e. reading, writing, speaking, and listening) when interacting with others.	<ul style="list-style-type: none"> <li>Communicate clearly in a variety of ways</li> </ul>
	Problem Solving	The ability to identify and examine problems, consider a variety of possible solutions, and support a resolution.	<ul style="list-style-type: none"> <li>Engage in the problem-solving process</li> </ul>
	Critical Thinking	The ability to analyze information and situations to make decisions about one's actions and behavior.	<ul style="list-style-type: none"> <li>Assess information to support informed decision-making</li> </ul>



	Organization	The ability to manage and organize information, time, and tasks.	<ul style="list-style-type: none"> <li>Organize information, time, and tasks to achieve goals.</li> </ul>
	Digital Use	The ability to use digital technology confidently to share information and/or create content.	<ul style="list-style-type: none"> <li>Use digital technology to share information and/or create content</li> </ul>
Personal Management Skills	Professionalism	To model personal responsibility and professional work habits to a standard.	<ul style="list-style-type: none"> <li>Exemplify personal responsibility and professional work habits</li> </ul>
	Confidence	To feel self-assured in one's own skills, abilities, and knowledge	<ul style="list-style-type: none"> <li>Develop strategies and behaviors to grow confidence</li> </ul>
	Adaptability	The ability to positively adjust and respond to expected or unexpected changes.	<ul style="list-style-type: none"> <li>Respond quickly to changing circumstances in an appropriate manner</li> </ul>
	Personal Insight	An individual's perception of self and skills, including those for the workforce.	<ul style="list-style-type: none"> <li>Reflect on personal and professional growth</li> </ul>

