SOAR Competency Framework & Skills Guide

Skill Category	Employability Skill	Skill Definition	Skill Statements *By participating in this experience, I will be able to…*
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.	• Advocate for a safe learning environment to support diversity
	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.	• Participate in new ways of thinking that promote growth, creativity, and innovation
	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.	• Advocate for oneself in navigating life's challenges
Interpersonal Skills	Collaboration	The ability to work with others to achieve a common goal.	• Cooperate with others to achieve common goals
	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.	• Seek knowledge of community needs to support social and civic engagement
	Leadership	Learners demonstrate behaviors, qualities, and characteristics needed to participate in leading from where you are.	• Engage in leading from where you are
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.	• Communicate clearly in a variety of ways
	Problem Solving	The ability to identify and examine problems, consider a variety of possible solutions, and support a resolution.	• Engage in the problem-solving process
	Critical Thinking	The ability to analyze information and situations to make decisions about one's actions and behavior.	• Assess information to support informed decision-making

	Organization	The ability to manage and organize information, time, and tasks.	• Organize information, time, and tasks to achieve goals.
	Digital Use	The ability to use digital technology confidently to share information and/or create content.	• Use digital technology to share information and/or create content
Personal Management Skills	Professionalism	To model personal responsibility and professional work habits to a standard.	• Exemplify personal responsibility and professional work habits
	Confidence	To feel self-assured in one's own skills, abilities, and knowledge	• Develop strategies and behaviors to grow confidence
	Adaptability	The ability to positively adjust and respond to expected or unexpected changes.	• Respond quickly to changing circumstances in an appropriate manner
	Personal Insight	An individual's perception of self and skills, including those for the workforce.	• Reflect on personal and professional growth