**MGT3453 BCPD Career Competency Portfolio**

***Developing socially responsible professionals who are equipped to add value.***

**Student’s Name: Marlee Yerkes**

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| **COMPETENCY** | **KNOW** | **DO** | **GROW** |
| professionalism icon  **Professionalism**  Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace. \* | Professionalism content:   * BC Chapter 1 * Highlight File * Coaching Session | Professionalism application and experience:   * Professionalism Simulation * Professional interactions with team members * Complete team tasks effectively and in a timely manner | Professionalism growth plan:   * Read more books and articles to better develop vocabulary for professionalism. * Go shopping for business type attire to present myself as more professional. |
| leadership icon  **Leadership**  Recognize and capitalize on personal and team strengths to achieve organizational goals. \* | Leadership content:   * BC Chapter 2 * Highlight File * Coaching Session | Leadership application and experience:   * Leadership Simulation * Set individual and team goals * Complete team project work plan | Leadership growth plan:   * Take a LinkedIn Learning course on proper leadership skills. Implement skills in group projects. * Learn ways to be a “role model” rather than a “bossy leader” by observing other leaders/mentors who strive in this area. |
| teamwork icon  **Teamwork**  Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities. \* | Teamwork content:   * BC Chapter 3 * Highlight File * Coaching Session | Teamwork application and experience:   * Teamwork Simulation * Work in a team structure * Complete team project | Teamwork growth plan:   * Develop team member skills by avoid group think when coming to consensus. State what is on your mind and don’t be afraid to share. * Be flexible in teams by practicing changing hats. Be willing to be put where needed and adjust to which role needs to be filled in order to reach the goal at hand. |
| intercultural fluency icon  **Equity & Inclusion**  Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism. \* | Equity & Inclusion content:   * BC Chapter 4 * Highlight File * Coaching Session | Equity & Inclusion application and experience:   * Intercultural Fluency Simulation * Work with diverse team members * Embrace diverse ideas to complete team project | Equity & Inclusion growth plan:   * Speak up if you see something that is not right. Make sure you approach the situation in a professional manner, so no one is being offended. Research appropriate approach methods to help with this. * Be honest and open with others. Admit when you are wrong and be open to criticisms. Consider taking a LinkedIn Learning course to help with this. |
| communication icon  **Communication**  Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization. \* | Communication content:   * BC Chapter 5 & 6 * Highlight File * Coaching Session | Communication application and experience:   * Communication Simulation * Develop professional documents (memos, letters, reports) * Deliver professional presentation | Communication growth plan:   * Take a LinkedIn Learning Course about how to communicate a negative message both verbal and nonverbally to help develop skills. * Communicate with people you normally won’t more often to get a more diversified experience of communication. This will help when communicating with people who are not like you. |
| digital technology icon  **Technology**  Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals. \* | Technology content:   * BC Chapter 7 & 8 * Highlight File * Coaching Session | Technology application and experience:   * Digital Technology Simulation * Review social media profiles * Analyze digital communication | Technology growth plan:   * Take the Digital Technologies Case Study: AI, IOT, Robotics, Blockchain LinkedIn Learning course to discover emerging technologies. * Go to more tech events in Austin to get a better understanding of the tech industry. |
| critical thinking icon  **Critical Thinking**  Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information. \* | Critical Thinking content:   * BC Chapter 12 & 13 * Highlight File * Coaching Session | Critical Thinking application and experience:   * Critical Thinking Simulation * Critically evaluate business issues * Develop data-driven recommendations | Critical Thinking growth plan:   * Better your skills by taking a LinkedIn learning course to find the difference between critical and strategic thinking. * Look for room for improvement by think about the process and why we do certain things a specific way. This will allow for innovative ideas that will increase efficiency and effectiveness. |
| career management icon  **Career Management & Self- Development**  Proactively develop oneself and one’s career through continual personal and professional learning, awareness of one’s strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one’s organization. \* | Career Management & Self-Development content:   * BC Chapter 16 * Highlight File * Coaching Session | Career Management & Self-Development application and experience:   * Career Management Simulation * Develop a professional resume * Complete a mock interview | Career Management & Self-Development growth plan:   * Continuously updates resume and add references. Look for where your resume lacking and develop more skills in that area. * Take note of constructive criticism and investigate ways to improve. Take a LinkedIn learning course or ask for advice. |

\*-NACE definitions: <https://www.naceweb.org/career-readiness/competencies/career-readiness-defined/>

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**Experience Evidence**



**Professionalism**

**Experience Evidence: Highlight File & Simulation Scorecard**

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| **Definitions**  **NACE:** Knowing work environments differ greatly, understanding and demonstrating effective work habits, and acting in the interest of the larger community and workplace.  **Yours:** Caring yourself and articulating in a way that is necessary to the situation at hand. Remaining respectful and communicating effectively and efficiently. | |
| **5 Research-Based Improvement Strategies**   1. Take Initiative 2. Demonstrate Integrity 3. Be resilient 4. Develop self-awareness 5. Maintain effective work habits   **Improvement Strategies References**  [**https://career.vt.edu/develop/professionalism.html**](https://career.vt.edu/develop/professionalism.html) | |
| **How to use this competency to become more socially responsible for the sake of adding value to the triple bottom line?**    **People:** Remaining professional increases the triple bottom line by offering a sense of reliability and credibility. This reliability and credibility gained from professionalism allows for a more transparent approach where people can trust that people are socially and ethically responsible. Having this sense of professionalism increases transparency and their triple bottom line.    **Planet:** Being professional and taking the initiative to educate and bring awareness to issues about the planet. Along with having integrity to do the ethical thing regarding the health of our planet.    **Profits:** Professionalism is probably the most important in the financial environments. Investors will not want to work with you if they think that you are inadequate, unethical, or irresponsible. Professionalism allows for transparency and disclosure of the truth. Being professional in a financial situation will reassure others that you are credible, and your finances are ethical and can be trusted. Professionalism increases the triple bottom line in financial environments. | |
| **5 Ted Talks/YouTube Video Links**    1.<https://www.youtube.com/watch?v=sLv7sdGJWPI>  2.<https://www.ted.com/talks/christine_porath_why_being_respectful_to_your_coworkers_is_good_for_business/transcript?language=en>  3.<https://www.youtube.com/watch?v=qD0je-DNg40>  4.<https://www.youtube.com/watch?v=fK2BNXcP_7o>  5.<https://www.youtube.com/watch?v=QijH4UAqGD8> | **5 Websites/Articles/Books/LinkedIn Learning Courses (At least 1 of each)**    1.Book-..Start with Why: How Great Leaders Inspire Everyone to Take Action (Simon Sinek)  2. Book-The Happiness Advantage: How a Positive Brain Fuels Success in Work and Life  3.Aricle-Redefining What it Means to Be Professional (linkedin blog by Minjae Ormes  4.Website-https://www.mindtools.com/pages/article/professionalism.htm  5. Course-“Developing execute presence” Linkedin course |

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**Leadership**

**Experience Evidence: Highlight File & Simulation Scorecard**

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| **Definitions**  **NACE: ​​**Recognize and capitalize on personal and team strengths to achieve organizational goals.    **Yours:** Being able to help the team while delegating and assigning tasks to match teammates strengths in order to achieve a common goal. | |
| **5 Research-Based Improvement Strategies**   1. Develop emotional intelligence 2. Develop situational awareness 3. Learn to be a follower when needed 4. Empower your peers 5. Active listening   **Improvement Strategies References**  [**https://www.wrike.com/blog/9-ways-develop-leadership-skills/**](https://www.wrike.com/blog/9-ways-develop-leadership-skills/) | |
| **How to use this competency to become more socially responsible for the sake of adding value to the triple bottom line?**  **People:** Having a leader that understands the needs of his team gives the team confidence and the willingness to work. It adds value to the work of the team, giving them motivation to want to work. The team will feel confident with a leader they feel comfortable speaking to.    **Planet:** Being able to effectively lead to ethical practices. By this, if the leader is being effective, he/she is listening to his/her peers and taking their suggestions, which in turn can lead to more ethical decisions by considering all the impacts a decision can make.    **Profits:** Taking other thoughts into consideration can lead to better ideas causing better outcomes and rise in profit. | |
| **5 Ted Talks/YouTube Video Links**    1.[Why good leaders make you feel safe | Simon Sinek](https://www.youtube.com/watch?v=lmyZMtPVodo)  2.[The surprising truth in how to be a great leader | Julia Milner](https://www.youtube.com/watch?v=sW_PN3BDa0A)  3. [Great leadership starts with self-leadership | Lars Sudmann](https://www.youtube.com/watch?v=vlpKyLklDDY)  4[How great leaders inspire action | Simon Sinek](https://youtu.be/qp0HIF3SfI4)  5. [Stop Managing, Start Leading | Hamza Khan | TEDxRyersonU](https://youtu.be/d_HHnEROy_w) | **5 Websites/Articles/Books/LinkedIn Learning Courses (At least 1 of each)**     1. Learning and Motivating People with Different Personalities | Kwame Christian (LinkedIn Learning) 2. 6 Red Flags That Actually Prove You're a Better Leader Than You Think, Backed by Science | Article by Inc. 3. Leaders Eat Last | Simon Sinek (Book) 4. Dare to Lead | Brene Brown (Book) 5. [5 Essential Qualities of a Mindful Leader](https://www.forbes.com/sites/carolinecastrillon/2022/02/06/5-essential-qualities-of-a-mindful-leader/?sh=3600019c776f) | Article by Forbes |

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**Teamwork**

**Experience Evidence: Highlight File & Simulation Scorecard**

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| **Definitions**    **NACE:** When individuals understand high performing team characteristics, how to run effective meetings, and how to have difficult conversations.      **Yours:** Working and communicating with a group of individuals with a common goal in a timely, efficient, and effective manner. | |
| **5 Research-Based Improvement Strategies**   1. Build diverse and inclusive teams 2. Clearly define roles and responsibilities 3. Build Trust within team 4. Give team autonomy in decision-making 5. Encourage clear, frequent communication       **Improvement Strategies References**  [**https://www.lumapps.com/solutions/enterprise-collaboration/improve-teamwork-in-the-workplace/**](https://www.lumapps.com/solutions/enterprise-collaboration/improve-teamwork-in-the-workplace/) | |
| **How to use this competency to become more socially responsible for the sake of adding value to the triple bottom line?**    **People:** Teamwork builds relationships within the workplace. This helps with communication, trust, and builds confidence. Keeps the workplace running smoothly and effectively.      **Planet:**Teamwork allows individuals learn about other cultures and perspectives, which will make better decisions for the better good rather than an individual goal. Thus, it will lead to better communities.      **Profits:** Teamwork can lead to better profits. The way that it happens is you can have many people on a team from different departments. The way that it helps profits is by having those people across different departments, creates more perspective. With more perspective comes more ideas for success for the organization. | |
| **5 Ted Talks/YouTube Video Links**     1. [**https://www.ted.com/talks/timo\_lehti\_the\_magic\_of\_teamwork**](https://www.ted.com/talks/timo_lehti_the_magic_of_teamwork) 2. [**https://www.ted.com/talks/kevin\_cahill\_teamwork\_reimagined**](https://www.ted.com/talks/kevin_cahill_teamwork_reimagined) 3. [**https://www.ted.com/talks/amy\_edmondson\_how\_to\_turn\_a\_group\_of\_strangers\_into\_a\_team?language=en**](https://www.ted.com/talks/amy_edmondson_how_to_turn_a_group_of_strangers_into_a_team?language=en) 4. [**https://www.ted.com/talks/katherine\_dick\_teamwork**](https://www.ted.com/talks/katherine_dick_teamwork) 5. [**https://www.ted.com/talks/fraser\_halliwell\_teamwork**](https://www.ted.com/talks/fraser_halliwell_teamwork) | **5 Websites/Articles/Books/LinkedIn Learning Courses (At least 1 of each)**     1. [**https://www.ted.com/talks/patrick\_lencioni\_are\_you\_an\_ideal\_team\_player**](https://www.ted.com/talks/patrick_lencioni_are_you_an_ideal_team_player) 2. [**https://hbr.org/2016/06/the-secrets-of-great-teamwork**](https://hbr.org/2016/06/the-secrets-of-great-teamwork) 3. [**https://www.nytimes.com/guides/business/manage-a-successful-team**](https://www.nytimes.com/guides/business/manage-a-successful-team) 4. [**https://teambuilding.com/blog/teamwork-books**](https://teambuilding.com/blog/teamwork-books) 5. [**https://www.linkedin.com/learning/teamwork-foundations-2020/teamwork-is-the-core?autoplay=true&u=51086649**](https://www.linkedin.com/learning/teamwork-foundations-2020/teamwork-is-the-core?autoplay=true&u=51086649) |

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**Equity & Inclusion**

**Experience Evidence: Highlight File & Simulation Scorecard**

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| **Definitions**  **NACE:** Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism. \*  **Yours:** Understanding the importance of culture and diversity inside and outside of the workplace. | |
| **5 Research-Based Improvement Strategies**   1. Gaining awareness of the types of diversity within and across groups 2. Be aware of unconscious bias 3. Inclusive leadership 4. Network connections across boundaries 5. Have meaningful conversations with peers   **Improvement Strategies References**   * [5 Ways to Take REAL Action on DEI (Diversity, Equity & Inclusion) | CCL](https://www.ccl.org/articles/leading-effectively-articles/5-powerful-ways-to-take-real-action-on-dei-diversity-equity-inclusion/#:~:text=1%20Reveal%20relevant%20opportunities.%20The%20first%20step%20is,of%20every%20employee%2C%20customer%2C%20and%20strategic%20partner.%20) * [How to Strengthen Your Organization's Diversity, Equity, & Inclusion Efforts (globalmindfulsolutions.com)](https://globalmindfulsolutions.com/how-to-improve-diversity-equity-and-inclusion-in-the-workplace/) | |
| **How to use this competency to become more socially responsible for the sake of adding value to the triple bottom line?**  **People:** Having more people that are knowledgeable about equity & inclusionwill decrease discrimination both inside and out of the workplace. More people will be understanding of different culture and diversity. They will be less inclined to be ethnocentric.  **Planet:** With more people knowledgeable about equity & inclusion, they are more educated about what goes on in other cultures. If a culture is struggling, with people more educated, they will be more inclined to help. People’s increased awareness of culture across the world, will increase the globalization of help effort and understanding. For example, if people are more understanding of cultures that don’t have clean water, that may be more inclined to help those cultures/people get clean water.  **Profits:** With more people knowledgeable about equity & inclusion, they are more educated about what goes on in other cultures. This means that more people are interconnecting than ever before due to the increased acceptance of equity & inclusion and the decrease of ethnocentrism. This mean different culture across the world are now working together to increase profits and globalization. | |
| **5 Ted Talks/YouTube Video Links**  1. <https://www.ted.com/talks/yaron_zoller_inclusion_not_just_diversity>  2. <https://www.ted.com/talks/rosalind_g_brewer_how_to_foster_true_diversity_and_inclusion_at_work_and_in_your_community>  3. <https://www.ted.com/talks/janet_stovall_how_to_get_serious_about_diversity_and_inclusion_in_the_workplace>  4. <https://www.ted.com/talks/rocio_lorenzo_how_diversity_makes_teams_more_innovative?referrer=playlist-a_blueprint_for_diversity_in_the_workplace&autoplay=true>  5. <https://www.ted.com/talks/temple_grandin_the_world_needs_all_kinds_of_minds?referrer=playlist-a_blueprint_for_diversity_in_the_workplace&autoplay=true> | **5 Websites/Articles/Books/LinkedIn Learning Courses (At least 1 of each)**  1. <https://ideal.com/diversity-equity-inclusion/>  2. <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>  3. <https://www.catalyst.org/2021/05/03/books-workplace-diversity-equity-inclusion/>  4. <https://hbr.org/2020/05/diversity-and-inclusion-efforts-that-really-work>  5. <https://www.linkedin.com/learning/diversity-inclusion-and-belonging-2019/dibs-an-introduction?autoplay=true&u=51086649> |

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**Communication**

**Experience Evidence: Highlight File & Simulation Scorecard**

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| **Definitions**    **NACE:** Occurs with effective messages that are complete yet concise and have navigational design elements if written.    **Yours:** Proper and effective transferring of ideas, thoughts, or feelings through channels such as technology, verbal, and nonverbal. | |
| **5 Research-Based Improvement Strategies**   1. Listen to other speakers! 2. Think before you speak. 3. Body language matters. 4. Treat everyone equally. 5. Maintain a positive attitude.       **Improvement Strategies References**  [**https://manpowergroup.com/wcm/connect/right-it-it/legacy-home/thoughtwire/categories/career-work/10-Ways-to-Improve-Your-Communication-Skills**](https://manpowergroup.com/wcm/connect/right-it-it/legacy-home/thoughtwire/categories/career-work/10-Ways-to-Improve-Your-Communication-Skills) | |
| **How to use this competency to become more socially responsible for the sake of adding value to the triple bottom line?**    **People:** Effective communication helps everyone involved. It keeps people running effective businesses by knowing what is happening around them. Without communication there would be no organization and people would do whatever they want causing confusion with businesses.      **Planet: T**hroughout the world, we have different societies, languages, and beliefs. If our world leaders were able to effectively communicate with one another there would be less conflicts such as wars.      **Profits:** Just by being able to effectively communicate within the different levels of the business and throughout the supply chain can increase the efficiency of the organization. Thus, profits of the business can go up. | |
| **5 Ted Talks/YouTube Video Links**    1.<https://www.ted.com/talks/marcus_alexander_velazquez_the_art_of_effective_communication_jan_2020>  2.<https://www.ted.com/talks/nina_legath_the_power_of_communication>  3.<https://www.ted.com/talks/celeste_headlee_10_ways_to_have_a_better_conversation?language=en>  4.<https://www.ted.com/talks/nick_kinder_communication_is_a_gift>  5.<https://www.youtube.com/watch?v=zvcbn6WtJvQ> | **5 Websites/Articles/Books/LinkedIn Learning Courses (At least 1 of each)**     1. <https://www.ted.com/topics/communication> 2. <https://greatergood.berkeley.edu/article/item/the_six_keys_to_positive_communication> 3. <https://www.helpguide.org/articles/relationships-communication/effective-communication.htm> 4. <https://www.lifehack.org/816339/communication-books> 5. <https://www.linkedin.com/learning/paths/develop-your-communication-skills-and-interpersonal-influence?u=51086649> |

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**Technology**

**Experience Evidence: Highlight File & Simulation Scorecard**

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| **Definitions**    **NACE:** Technology provides diverse communication channels, opportunities to build a virtual, professional reputation and creates continuously evolving workplaces.    **Yours:** Technology can be described as virtual channels through which people learn, communicate, work or stream. The internet and technology are continuously changing. | |
| **5 Research-Based Improvement Strategies**   1. Create your online profile wisely. 2. Identify your favorite media outlets. 3. Use technology to increase your own efficiency. 4. Be mindful of what you consume. 5. Experiment on different apps and websites.       **Improvement Strategies References**  **​​**[**https://www.brightnetwork.co.uk/career-path-guides/technology-it-software-development/what-it-means-be-technical-and-how-become-better-it/**](https://www.brightnetwork.co.uk/career-path-guides/technology-it-software-development/what-it-means-be-technical-and-how-become-better-it/) | |
| **How to use this competency to become more socially responsible for the sake of adding value to the triple bottom line?**    **People:** A new way to connect with people example LinkedIn.      **Planet:** Platforms like zoom make it possible to communicate with people nationwide, to connect and possibly make more business connections.      **Profits:** With technology innovating it is making the workload easier. When more work is being done profits could increase. With more possible workload comes more effectiveness and productivity. | |
| **5 Ted Talks/YouTube Video Links**    1[.https://www.ted.com/talks/david\_ellis\_is\_technology\_really\_ruining\_your\_life](https://www.ted.com/talks/david_ellis_is_technology_really_ruining_your_life)  2.<https://www.ted.com/talks/kevin_kelly_how_technology_evolves?language=en>  3.<https://www.ted.com/talks/juan_enriquez_how_technology_changes_our_sense_of_right_and_wrong?language=en>  4.<https://www.ted.com/talks/antoine_gourevitch_what_is_deep_tech_a_look_at_how_it_could_shape_the_future?language=en>  5.<https://www.ted.com/talks/grant_dillard_the_impact_of_technology_on_communication> | **5 Websites/Articles/Books/LinkedIn Learning Courses (At least 1 of each)**     1. <https://www.ted.com/talks/alok_kumar_the_future_of_technology> 2. <https://www.newscientist.com/subject/technology/> 3. <https://www.nytimes.com/section/technology> 4. <https://enterprisersproject.com/article/2022/1/10-technology-books-must-read-2022> 5. <https://www.linkedin.com/learning/digital-technologies-case-studies-ai-iot-robotics-blockchain/why-focus-on-emerging-techno>logies?autoplay=true&u=51086649 |

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**Critical Thinking**

**Experience Evidence: Highlight File & Simulation Scorecard**

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| **Definitions**    **NACE:** When a FAIR approach is used to analyze information, when the usefulness of data is evaluated, and when recommendations/positions are based on objective fact-based processes.      **Yours:** Thinking about how or why we do something rather than just thinking about the task at hand and looking for ways to make the process more effective and efficient. | |
| **5 Research-Based Improvement Strategies**   1. Improve decision-making 2. Ask questions 3. Become more self-aware 4. Practice active listening 5. Evaluate existing evidence     **Improvement Strategies References**  [**6 Ways to Improve Critical Thinking at Work | Indeed.com**](https://www.indeed.com/career-advice/career-development/how-to-improve-critical-thinking#:~:text=Tips%20for%20improving%20critical%20thinking%20skills%201%20Meeting,real-world%20experiences%20that%20require%20keen%20critical%20thinking%20skills.) | |
| **How to use this competency to become more socially responsible for the sake of adding value to the triple bottom line?**    **People:** Critical thinking allows you to better express thought, ideas, and beliefs. This allows for better communication between people and reduces frustration when both parties can think critically.      **Planet:**Critical thinking enhances problem solving. This will allow people to go out in the world, identify issues, and be able solve the issue.      **Profits:** By being able to think critically, one will be able to make thoughtful business decision that may result in increase in profits. | |
| **5 Ted Talks/YouTube Video Links**     1. [**https://www.ted.com/talks/brian\_oshiro\_encourage\_critical\_thinking\_with\_3\_questions**](https://www.ted.com/talks/brian_oshiro_encourage_critical_thinking_with_3_questions) 2. [**https://www.ted.com/talks/samantha\_agoos\_5\_tips\_to\_improve\_your\_critical\_thinking?language=en**](https://www.ted.com/talks/samantha_agoos_5_tips_to_improve_your_critical_thinking?language=en) 3. [**https://www.ted.com/talks/erick\_wilberding\_this\_tool\_will\_help\_improve\_your\_critical\_thinking?language=en**](https://www.ted.com/talks/erick_wilberding_this_tool_will_help_improve_your_critical_thinking?language=en) 4. [**https://www.ted.com/talks/vegard\_moller\_critical\_thinking\_the\_next\_step\_in\_human\_evolution**](https://www.ted.com/talks/vegard_moller_critical_thinking_the_next_step_in_human_evolution) 5. [**https://www.youtube.com/watch?v=qdJIwIMQwbg**](https://www.youtube.com/watch?v=qdJIwIMQwbg) | **5 Websites/Articles/Books/LinkedIn Learning Courses (At least 1 of each)**     1. [**https://www.youtube.com/watch?v=0hoE8mtUS1E**](https://www.youtube.com/watch?v=0hoE8mtUS1E) 2. [**https://www.gre.ac.uk/articles/ils/critical-thinking**](https://www.gre.ac.uk/articles/ils/critical-thinking) 3. [**https://fivebooks.com/best-books/critical-thinking-nigel-warburton/**](https://fivebooks.com/best-books/critical-thinking-nigel-warburton/) 4. [**https://www.linkedin.com/learning/critical-thinking/welcome-to-critical-thinking-2?autoplay=true&u=51086649**](https://www.linkedin.com/learning/critical-thinking/welcome-to-critical-thinking-2?autoplay=true&u=51086649) 5. [**https://teaching.charlotte.edu/teaching-guides/lecture-studio-and-large-classes/engaging-students/critical-thinking**](https://teaching.charlotte.edu/teaching-guides/lecture-studio-and-large-classes/engaging-students/critical-thinking) |

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**Career Management & Self-Development**

**Experience Evidence: Highlight File & Simulation Scorecard**

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| **Definitions**    **NACE:** Occurs when individuals continuously engage in self-inventories to identify developmental needs, resume improvement strategies, and interview improvement strategies.    **Yours:** Continuously learning about yourself and the environment around you in order to further develop yourself/skills. | |
| **5 Research-Based Improvement Strategies**   1. Set goals and make a plan to achieve them. 2. Develop a timeline and include milestone 3. Have a written plan. 4. Own your career path. 5. Utilize company programs.     **Improvement Strategies References**  [**https://www.thebalancecareers.com/improving-career-development-4058289**](https://www.thebalancecareers.com/improving-career-development-4058289) | |
| **How to use this competency to become more socially responsible for the sake of adding value to the triple bottom line?**    **People:**Helps further company employees in their success in the company. Beneficial to both employees and company growth.      **Planet:**Individuals will have the ability to learn about themselves and their environment to then decide the best outcome for themselves and the environment.      **Profits:** Goal setting and timeline can make a team work harder to reach its goal. With time this gives a deadline, which makes people want to work harder. With employees working harder, profits can go up. | |
| **5 Ted Talks/YouTube Video Links**     1. [**https://www.ted.com/talks/brian\_alvarez\_personal\_growth**](https://www.ted.com/talks/brian_alvarez_personal_growth) 2. [**https://www.youtube.com/watch?v=wljRiAofFJ8**](https://www.youtube.com/watch?v=wljRiAofFJ8) 3. [**https://www.youtube.com/watch?v=dC4nLdRpIBA**](https://www.youtube.com/watch?v=dC4nLdRpIBA) 4. [**https://www.youtube.com/watch?v=\_HRW-B4F-nE**](https://www.youtube.com/watch?v=_HRW-B4F-nE) 5. [**https://www.ted.com/talks/jakob\_ferris\_personal\_growth**](https://www.ted.com/talks/jakob_ferris_personal_growth) | **5 Websites/Articles/Books/LinkedIn Learning Courses (At least 1 of each)**     1. [**https://medium.com/@KaylaEMatthews/the-best-self-improvement-websites-you-should-be-visiting-in-2017-2fbaeef30092**](https://medium.com/@KaylaEMatthews/the-best-self-improvement-websites-you-should-be-visiting-in-2017-2fbaeef30092) 2. [**https://bungalow.com/articles/self-development-takes-a-lifetime-and-thats-okay**](https://bungalow.com/articles/self-development-takes-a-lifetime-and-thats-okay) 3. [**https://www.lifeintelligence.io/blog/top-5-personal-development-books-that-will-change-your-life**](https://www.lifeintelligence.io/blog/top-5-personal-development-books-that-will-change-your-life) 4. [**https://www.linkedin.com/learning/discovering-your-strengths-2018/find-career-success-and-perform-at-your-best?autoplay=true&u=51086649**](https://www.linkedin.com/learning/discovering-your-strengths-2018/find-career-success-and-perform-at-your-best?autoplay=true&u=51086649) 5. [**https://www.linkedin.com/learning/one-minute-habits-for-success/introduction-one-minute-habits-for-success-course-overview?autoplay=true&u=51086649**](https://www.linkedin.com/learning/one-minute-habits-for-success/introduction-one-minute-habits-for-success-course-overview?autoplay=true&u=51086649) |

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