LEADERSHIP COMPETENCIES

This set of eighteen skills form the shared leadership language of the Honors Mentor Program. Mentors develop their own unique leadership style by developing particular strengths among these competencies, and the competencies foster mentors' setting and tracking personal leadership development goals. The below list is selected from Seemiller's (2013) The Student Leadership Competencies Guidebook.

LEARNING & REASONING

Reflection & Application - Reflecting on experiences, considering the learning gained through reflection, and acting in accordance with this learning.

Problem Solving - Identifying and examining a problem, developing and assessing possible solutions, and selecting the most appropriate solution to the problem.

SELF-AWARENESS & PERSONAL DEVELOPMENT

Continuous Learning - Committing to constant expansion and improvement of skills, abilities, knowledge and understanding by adopting continuous learning strategies; engaging in self-development opportunities to achieve one's fullest potential and benefit oneself and others.

Providing & Receiving Feedback - Offering critiques, confirmations, and/or advice in a manner that is timely and respectful in an effort to improve another person's decisions, effectiveness, productivity, or interactions with others; considering feedback from others in an effort to develop one's own capacity and increase effectiveness with others.

Ethics - Upholding standards of conduct based on socially accepted values and understanding that acting in an ethical manner can promote productive functioning and well-being of groups and society.

Adaptability - Quickly, positively, and smoothly transitioning in response to a known or unknown change.

INTERPERSONAL INTERACTION

Mentoring - Using one's expertise and experience to teach, coach, share resources, and challenge individuals with less experience and/or knowledge so that they can reach their potential.

Empowerment - Sharing power, information, and resources with others so they can have a sense of ownership, accountability, and commitment regarding a task or process.

Collaboration

Collaboration - Working with others toward a common objective through the sharing of ideas and distribution of responsibilities across team members.

Others' Contributions - Utilizing others' ideas, strengths, knowledge, and abilities so that each person is operating at their highest capacity both for the success and morale of each individual as well as higher productivity and effectiveness of the group; putting the right people in the right places.

GROUP DYNAMICS, COMMUNICATION, & PLANNING

Group Development - Assisting groups in developing a sense of shared purpose, commitment, trust, and effectiveness.

Power Dynamics - Identifying and effectively responding to the internal and external power dynamics that affect a group or organization.

Goals - Setting goals by layout out targeted measurable objectives that have specified time frames for completion.

Facilitation - Effectively managing the group process during a meeting, presentation, or gathering without inputting one's opinion by directing the flow of the discussion, asking prompt questions, and keeping the group on track.

CIVIC RESPONSIBILITY

Inclusion - Engaging in ways to cultivate a welcoming environment that includes others in roles, processes, and experiences to foster a greater sense of belonging and shared commitment.

Others' Circumstances - Integrating an understanding of the conditions and/or situations of other individuals and/or groups into one's behaviors to be inclusive and demonstrate a sense of care.

Social Responsibility - Acting in ways that benefit, not detract from, the welfare of society and its members.