

uOCompetencies



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Critical Thinking



Definition: Has the ability to conduct systematic analyses of issues, ideas and events before drawing conclusions or forming opinions relevant to a specific situation.



Personal perspective

Makes informed and rational decisions while considering their potential impacts.

Thinks and acts attentively and empathetically towards others.



Academic perspective

Identifies the strengths, weaknesses and biases of information and is able to assess their relevance

Challenges the status quo and analyzes the facts to better understand the contexts in which data are generated

Reflects and builds structured arguments that summarize their reasoning process.



Employability perspective

Is methodical and systematic in establishing relevant criteria for analyzing a situation, making decisions and implementing a solution.





Problem Solving and Creativity



Definition: Generates or designs high-quality, original, and elegant solutions or products to address complex problems.



Personal perspective

Explores, studies and experiments new ways of understanding problems.

Treats challenges and unknowns as opportunities for learning and growth.



Academic perspective

Collects and synthesizes evidence to identify knowledge gaps.

Develops original solutions, and draws rational conclusions from research material.

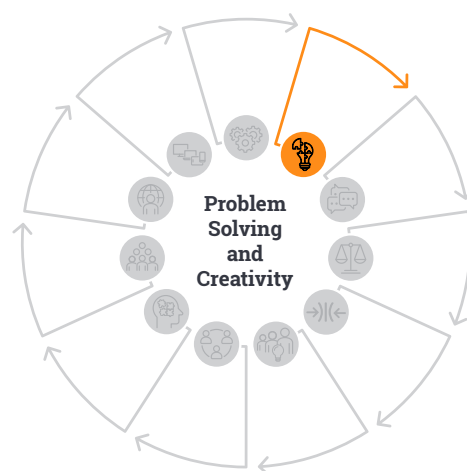
Considers the context of a problem, uses appropriate methods to propose solutions with an understanding of feasibility and impacts.



Employability perspective

Proactively addresses innovations relevant for their field and looks to integrate them appropriately.

Demonstrates initiative, ingenuity and perseverance in transforming ideas into actions, products or services.





Communication



Definition: Able to present arguments and ideas using appropriate modes of communication adapted to different audiences in oral and/or written and/or visual form.



Personal perspective

Listens actively and empathetically to understand and engage with other views and perspectives.

Appreciates the influences of the individual and cultural context on communication strategies.



Academic perspective

Defends original ideas based on a thorough understanding of the relevant literature, and the context in which a source has been produced.

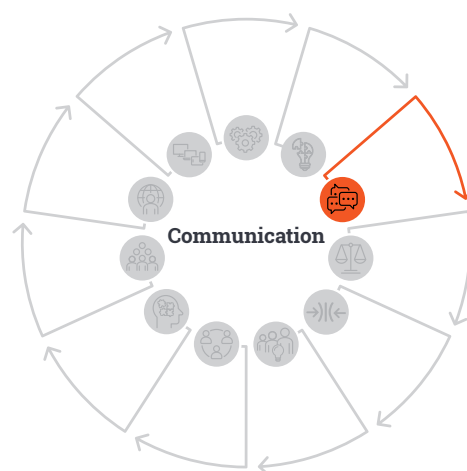
Communicates one's ideas, arguments and intentions clearly and effectively.



Employability perspective

Develops and adjusts communication strategies to respond appropriately to different situations and target audiences.

Uses appropriate media and methods to deliver content and arguments.





Integrity



Definition: Cultivates values of honesty, trust, fairness and respect to inform ethical decision-making and truthful behaviour.



Personal perspective

Acts from a place of personal integrity.

Demonstrates personal, professional and academic honesty.



Academic perspective

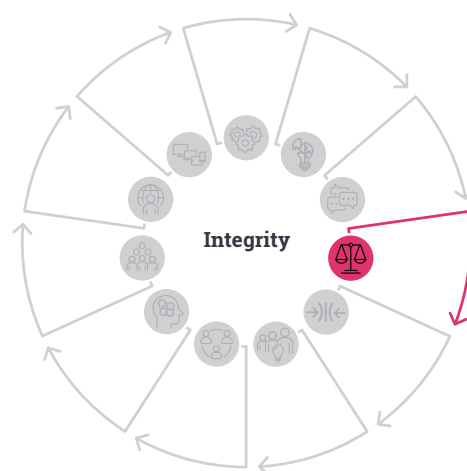
Understands the value of earnest scholarly work within the field of research, and the societal impact of such work.

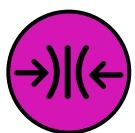
Respects the contributions of others and represents oneself honestly.



Employability perspective

Has the capacity to navigate ethically ambiguous situations.





Autonomy and Resiliency



Definition: Effectively makes decisions and demonstrates flexible work practices. Positively adapts to challenges and preserves in the face of adversity.



Personal perspective

Makes informed choices and takes responsibility for their actions.

Recognizes and values the growth and wisdom gained from difficult or challenging experiences.



Academic perspective

Organizes time effectively and demonstrates attention towards achieving and attaining balance in their life.

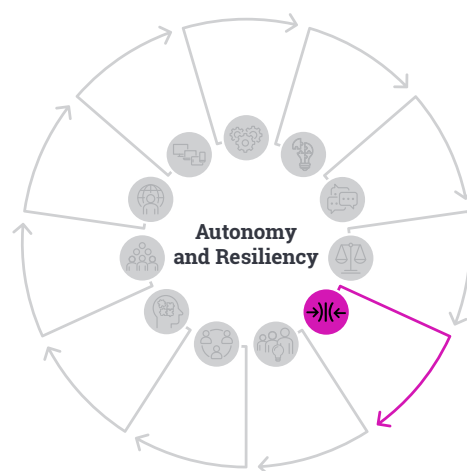
Identifies and seeks out appropriate people and resources to consult.



Employability perspective

Demonstrates initiative and contributes to the healthy functioning atmosphere of the work environment.

Adapts to changing situations and responsibilities in a multitude of contexts.





Intellectual Curiosity and Lifelong Learning



Definition: Driven to engage with the world through an open-minded pursuit of knowledge and insight.



Personal
perspective

Eager to learn, dissect, explore and experiment on an ongoing basis.



Academic
perspective

Shows determination to explore the unknown.

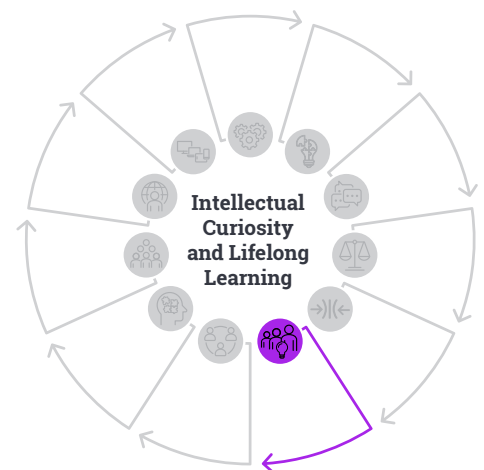
Is self-motivated to improve and develop understanding outside the classroom.



Employability
perspective

Treats problems with a solution oriented mindset.

Embraces learning and training opportunities to excel at work.





Collaboration



Definition: Works in conjunction with others to achieve specific common objectives.



Personal perspective

Successfully navigates the dynamics of group work in such a way that individual perspectives are both challenged and expanded upon.



Academic perspective

Integrates constructive feedback when necessary.

Frequently reflects on chosen procedures to improve final outcome.

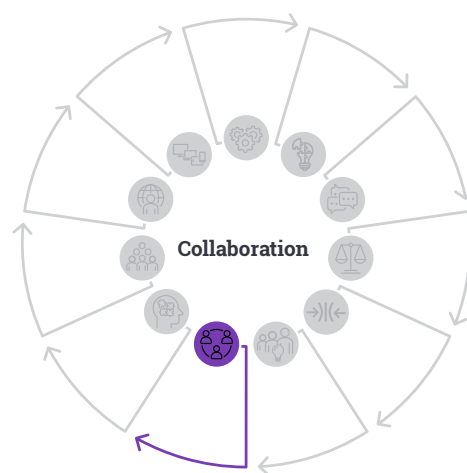
Performs designated tasks in a timely manner that facilitates group completion of assigned task(s).



Employability perspective

Develops inclusive, dynamic and effective collaborations with colleagues.

Takes into account diverse ways of working to recognize and manage interpersonal relationships in an appropriate manner.





Self-Awareness



Definition: Demonstrates keen self-perception that draws upon life experiences as a resource for personal development.



Personal perspective

Identifies and acknowledges the role of one's emotions in order to adapt their behaviour.

Seeks to maintain and improve physical and mental health for themselves and others.



Academic perspective

Recognizes the partiality of their own knowledge and the limitations of their own.



Employability perspective

Learns from their mistakes and seeks answers and ways to improve.





Civic Engagement



Definition: Involved in community life and aware of social issues on both a local and global scale.



Personal perspective

Develops meaningful and balanced relationships through involvement in their community.

Reflects on the impact of one's actions and role as an actor who can contribute to the decision-making processes of different organizations.



Academic perspective

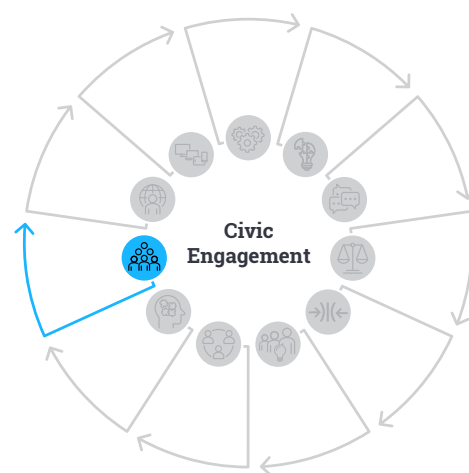
Understands and conceptualizes the interdependence of our society and global structures to generate solutions and/or make decisions that take into account local and international issues.

Connects and extends scholarly knowledge beyond field-specific boundaries.



Employability perspective

Believes in the importance of working within and learning from diverse groups, communities and cultures.





Worldview



Definition: Capacity to engage with other cultures by demonstrating flexibility in one's thinking, valuing collective actions (or goals) and developing language skills like bilingualism.



Personal perspective

Enters discussions with a firm understanding of personal privilege and preconceptions in such a way that facilitates communication and promotes respect for all individuals.

Realizes the benefits of understanding and participating in multilingual and multicultural conversations.

Engages with social and political issues in both official languages, and actively seeks out information from both French and English sources.



Academic perspective

Articulates a complex understanding of cultural differences leveraging and exploring knowledge of diverse cultural history, values, beliefs and practices.

Develops an in-depth understanding of his/her discipline from another linguistic and/or cultural perspective.

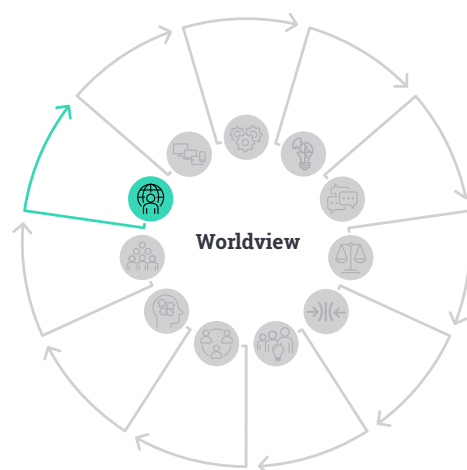


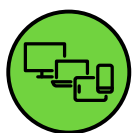
Employability perspective

Interacts and communicates messages appropriately, taking into consideration the participants' cultural and historical context and implicit expectations.

Considers, understands, negotiates and balances various points of view and beliefs in order to find solutions that are inclusive, feasible and acceptable to all individuals.

Can understand and/or participate in public speeches in either official language.





Digital Capacity



Definition: Adopts and develops new practices with digital technology in order to be able to better analyze and develop a critical perspective on content and underlying systems, services and networks.



Personal perspective

Manages the impact of their digital use on their physical and psychological well-being.

Skillfully manages digital identity, data privacy and security.



Academic perspective

Understands the contribution and diverse perspectives of digital media as a social, political and educational tool and engages while understanding the benefits and risks.

Realizes and considers issues related to changes in the way data, interactions and networks are created and used through information and communication technologies.

Finds, evaluates, manages, curates, organises and shares digital information while respecting ethical and legal guidelines.



Employability perspective

Adopts, learns and develops new technological practices to adapt to different professional contexts.

Considers the characteristics of different digital media and tools to communicate and collaborate while respecting the diversity of communication standards and needs.

Works fluently across a range of technological tools, platforms and applications to complete complex tasks.

