Institutional Competencies
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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.