**LEADERSHIP CERTIFICATE COMPETENCIES**

Cornell Engineering Leaders who complete the Certification Program demonstrate Knowledge, Insight, Ability, and Courage

In addition, they have practiced each of the following skills.

**COMPETENCY: SELF-KNOWLEDGE AND MANAGEMENT**

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| Skill or behavior: | |
| S1. | Articulates a moral code and relates code to actions & choices\* | |
| S2. | Articulates and leverages unique strengths | |
| S3. | Demonstrates emotional and social intelligence | |
| S4. | Demonstrates resilience and perseverance | |
| S5. | Grounds actions in personal core values | |
| S6. | Holds self accountable | |
| S7. | Learns from failure | |
| S8. | Manages derailing tendencies and personality characteristics | |
| S9. | Recognizes the need for lifelong learning; sets developmental goals for the self\* | |

**COMPETENCY: COLLABORATION**

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| T1. | Appropriately manages interpersonal conflict; leverages task conflict |
| T2. | Balances leadership and active followership |
| T3. | Contributes to a positive and productive team culture |
| T4. | Demonstrates exemplary collaborative communication and listening skills |
| T5. | Gives and receives feedback effectively |
| T6. | Holds peers accountable |
| T7. | Identifies and respects others’ core values and strengths |
| T8. | Establishes positive and productive professional relationships |
| T9. | Works effectively in functionally and demographically diverse teams\* |

\*Indicates that the skill meets an ABET criteria for student outcomes.

**COMPETENCY: LEADERSHIP**

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| Skill or behavior: | |  |
| L1. | Adapts leadership style to the skills and motivation of the team | |
| L2. | Aligns personal and professional purpose with action | |
| L3. | Celebrates individual and team accomplishments | |
| L4. | Creates an environment that encourages innovation | |
| L5. | Holds the team accountable | |
| L6. | Inspires and communicates a shared vision | |
| L7. | Inspires and informs through excellent oral and written communication\* | |
| L8. | Is aware of impact on others and broader consequences of behaviors/decisions\* | |
| L9. | Leads others to identify and solve problems\* | |
| L10. | Models personal & professional ethical responsibility\* | |
| L11. | Seeks and incorporates feedback | |
| L12. | Sets goals, motivates action, coordinates efforts | |
| L13. | Critical thinking, problem-solving, and decision-making | |

**PROFESSIONAL CONDUCT AND SKILLS**

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| P1. | Conscientious: Pays care and attention to work. Organized and dependable. |
| P2. | Basic project management: creating a timeline, setting goals and milestones, budgeting, reporting |
| P3. | Delivers on commitments |
| P4. | Enacts best practices in brainstorming and organizational decision-making |
| P5. | Excellent written and oral communication skills |
| P6. | Grows and leverages a professional network |
| P7. | Maintains a professional appearance |
| P8. | Manages time effectively and is punctual |
| P9. | Sets specific, measurable, actionable, realistic, time-bound goals |
| P10. | Flexible; adapts successfully to changing situations and environments. |