

Leadership (SLO) – The graduate displays a willingness to overcome adversity and work diligently in pursuit of goals.

Learning Indicators	Level 4	Level 3	Level 2	Level 1
	Master	Proficient	Apprentice	Novice
1.0 Able to set goals as well as develop and implement a plan capable of achieving those goals	Sets and prioritizes goals; Creates project management plans which includes timelines and deliverables that are realistic and obtainable; Works with coworkers and/or team members to complete tasks on time and on budget; Manages change so as to reach goals in a reasonable time frame.	Sets and prioritizes goals; Can create project management plans which includes timelines and deliverables with minimal assistance; Works with coworkers and/or team members to complete tasks on time and on budget; Attempts to manage change but may not be able always realistically reach goals	Able to set goals but not unable to prioritize them. Unable to create a project management plan without substantial assistance; Works with coworkers and/or team members to complete tasks, although not always on time and/or budget; Unable to manage change effectively to achieve goals	Unable to set goals, prioritize tasks or goals, and/or create a project management plan; Has difficulty working with others to complete tasks either on time or budget; Is often stopped by changes and is unable to adapt in order to achieve goals.
2.0 Ability to facilitate communication	Able to articulate tasks and goals; listens to others and provides summaries of important issues at regular intervals; Actively solicits input from others; Seeks out information, knowledge and/or skills needed for task completion; Publically and consistently recognizes the efforts of others.	Able to articulate tasks and goals; listens to others and may provide a summary of important issues occasionally; May occasionally overlook input from others; Actively seeks out information, knowledge and/or skills necessary for task completion; Will recognize the effort of others when prompted.	Has difficulty articulating tasks and goals; listens to others but may ignore the advice provided; Does not summarize important discussions; Will seek out additional information, knowledge and/or skills needed for tasks completion when prompted; Seldom publically acknowledges the efforts of others but will do so privately	Unable to articulate tasks and goals; May appear to listen to others but neglects advice given; Will not seek out additional information, knowledge or skills unless directed to do so; Does not acknowledge the efforts of others either publically or privately
3.0 Assumes and delegates responsibilities	Assumes leadership; Organizes and plans tasks for the group;	Helps to organize and plan tasks for one or more group members	Does not volunteer but will accept tasks with little enthusiasm	Uncooperative; Accepts few or no tasks in grudging manner
4.0 Able to balance task completion and interpersonal relationships	Understands coworkers' and/or team members strengths and weaknesses and assigns tasks in a manner that maximizes potential for success; Often uses positive reinforcement and acts to empower coworker and/or team members; Able to adapt to changes and/or conflicts without losing focus.	Balances the need to task completion and scheduling with the needs and personalities of coworkers and and/or team members; Able to maintain that balance in the face of conflict and/or changes in task and/or schedule	Attempts to balance task and interpersonal relationships but often focuses more on one aspect than the other; Prone to losing focus on task, schedule and/or interpersonal relationships because attention too narrowly constrained	Either focuses on task completion without regard to the people involved or focuses exclusively on interpersonal relationships without regard to task or schedule
5.0 Acts in a consistent and ethical manner which inspires loyalty and motivates others to contribute to achieving common goals	Consistently acts in the best interests of the group and works diligently for goal achievement; Communicates honestly and does not allow bias or personal advancement to override task completion; Always works as hard or harder than coworkers or team members; If team leader, assumes responsibility for team performance and never publically blame others for failure to achieve goals.	Consistently acts in the best interests of the group and works diligently for goal achievement; Communicates honestly and does not allow bias or personal advancement to override task completion; Typically works as hard or harder than coworkers or team members; If team leader, generally assumes responsibility for team performance but occasionally blames others for team or group failures.	Attempts to reduce effect of personal biases or interests impacting goal achievement but not always successful; Often complains about external factors impacting team performance but does not publicly blame coworkers or team members; Occasionally dishonest in communicating with coworkers or team members. Works as hard as coworkers or team members in pursuit of goals.	Allows personal interests, biases or prejudices to override goal achievement; Is not always honest in communicating with coworkers or team members; Delegates work primarily to reduce own efforts; Blames others for personal mistakes or failure; If team leader, always blames external factors or team members for failure to achieve goals.