

Are You T-Bird Ready?

Being T-Bird Ready proves you're competent in eight specific skills that employers seek in college graduates. To become T-Bird Ready, you must complete all eight of the competencies listed on this page. To earn competencies, you must complete sub-skills, which are listed on the other pages of this document. Review the document to see the sub-skills for each competency and the specific requirements to complete the eight competencies.

Competency	Definition	Readiness		
		Need to develop	Currently Developing	Complete
Career & Self-Development	Develop your career through learning about your strengths and weaknesses, navigating career opportunities, and networking.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication	Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Critical Thinking	Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equity & Inclusion	Demonstrate awareness, attitude, knowledge and skills required to equitably engage and practice inclusivity..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership	Recognize and capitalize on personal and team strengths to achieve organizational goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professionalism	Understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teamwork	Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technology	Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Career & Self-Development



You must complete **7/9 sub-skills** to receive the Career & Self-Development badge.

Sub-Skill	Definition	Readiness		
		Need to develop	Currently Developing	Complete
Development Awareness	Show an awareness of your strengths and identify areas for development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Growth Identification	Identify areas for continual growth while seeking and applying feedback.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career Planning	Develop plans and goals for your future career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional Advocate	Professionally advocate for yourself and others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Curious Learner	Display curiosity and seek opportunities to learn.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional Progress	Assume duties or positions that will help you progress professionally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional Relationships	Establish, maintain, & leverage relationships with people who can help you professionally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Growth Seeker	Seek and embrace opportunities for development and growth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lifelong Learner	Participate in further education, training, or other activities to support your career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Communication



You must complete **5/6 sub-skills** to receive the Communication badge.

Sub-Skill	Definition	Readiness		
		Need to develop	Currently Developing	Complete
Versatile Communicator	Demonstrate verbal, written, and nonverbal skills, and understand why they are important.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engaged Influencer	Employ active listening, persuasion, and influencing skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organized Communicator	Communicate in a clear and organized matter so that others can effectively understand.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respectful Communicator	Frame communication with respect to different learning styles, varied individual communication abilities, and culture differences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate Inquiry	Ask appropriate questions for specific information from supervisors, specialists, and others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guidance Seeker	Promptly inform relevant others when they need guidance with assigned tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Critical Thinking



You must complete **5/6 sub-skills** to receive the Critical Thinking badge.

Sub-Skill	Definition	Readiness		
		Need to develop	Currently Developing	Complete
Inclusive Reasoning	Make decisions and solve problems using sound, inclusive reasoning and judgement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information Analysis	Gather and analyze information from a diverse set of sources to fully understand a problem.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Needs Anticipation	Proactively anticipate needs and prioritize action steps.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bias Awareness	Accurately summarize and interpret data with an awareness of personal bias that may impact outcomes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diverse Perspectives	Effectively communicate actions and thinking while recognizing diverse perspectives and experiences of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Multi-Tasking	Multi-task well in a fast-paced environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Equity & Inclusion



You must complete **6/8 sub-skills** to receive the Equity & Inclusion badge.

Sub-Skill	Definition	Readiness		
		Need to develop	Currently Developing	Complete
Inclusive Decision-Maker	Contribute to and advocate for inclusive and equitable practices that influence change to increase inclusion, justice, and empowerment for marginalized communities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Active Contributor	Actively contribute to inclusive and equitable practices that influence individual and systematic change.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclusive Advocate	Advocate for inclusive and equitable practices, justice, and empowerment for historically marginalized communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience Seeker	Seek global, cross-cultural interactions and experiences that enhance your understanding of people from different demographic groups and that lead to personal growth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diverse Thinking	Keep an open mind to diverse ideas and new ways of thinking.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Barrier Eliminator	Identify resources and eliminate barriers resulting from individual and systematic racism, inequity, and bias.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diverse Environments	Demonstrate flexibility by adapting to diverse environments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Addressing Privilege	Address systems of privilege that limit opportunities for members of historically marginalized communities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Leadership



You must complete **5/6 sub-skills** to receive the Leadership badge.

Sub-Skill	Definition	Readiness		
		Need to develop	Currently Developing	Complete
Shared Vision	Inspire, persuade, and motivate yourself and others under a shared vision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Informative Decision-Making	Seek out and use diverse information sources and feedback from others to make informed decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Innovative Thinking	Use innovative thinking to go beyond traditional methods.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positive Role Model	Serve as a role model to others by approaching tasks with confidence and a positive attitude.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Motivating Leader	Motivate and inspire others by encouraging them and by building mutual trust.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Project Manager	Plan, initiate, manage, complete, and evaluate projects.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Professionalism



You must complete **6/8 sub-skills** to receive the Professionalism badge.

Sub-Skill	Definition	Readiness		
		Need to develop	Currently Developing	Complete
Integrity & Accountability	Act equitably with integrity and accountability to yourself, others, and the organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positive Personal Brand	Maintain a positive personal brand in alignment with the organization and personal career values.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Present & Prepared	Be present and prepared.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dependability	Demonstrate dependability (e.g., report consistently for work or meetings).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Task Prioritization	Prioritize and complete tasks to accomplish organizational goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exceeding Expectations	Consistently meet or exceed goals and expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attention to Detail	Pay attention to detail, resulting in few, if any, errors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dedication	Show a high level of dedication toward doing a good job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Teamwork



You must complete **6/7 sub-skills** to receive the Teamwork badge.

Sub-Skill	Definition	Readiness		
		Need to develop	Currently Developing	Complete
Considerate Listener	Listen carefully to others, take time to understand, and ask appropriate questions without interrupting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conflict Manager	Effectively manage conflicts, interact with and respect diverse personalities, and face uncertainty with flexibility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accountability	Be accountable for individual and team responsibilities and results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Complementary Skills	Employ personal strengths, knowledge, and talents to complement those of others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agile Compromiser	Exercise the ability to compromise and be flexible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effective Collaborator	Collaborate with others to achieve common goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team Builder	Build strong, positive working relationships with supervisor and team members/coworkers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Technology



You must complete **5/6 sub-skills** to receive the Technology badge.

Sub-Skill	Definition	Readiness		
		Need to develop	Currently Developing	Complete
Navigating Change	Navigate change and be open to learning new technologies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Productive Technology	Use technology to improve efficiency and productivity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relevant Technology	Identify appropriate technology for completing specific tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technology Manager	Manage technology to integrate information that supports relevant decision-making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adaptive Technology	Quickly adapt to new or unfamiliar technologies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strategic Technology	Use technology to organize information, build ideas, and achieve strategic goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>