

# Georgia Tech Leadership Competencies

## ADAPTABILITY

- **Tolerance for Ambiguity** | Able to respond to an unpredictable situation by adapting one's plans at the last minute, shifting gears as new information is presented, and/or moving forward without all the information.
- **Drive Change** | Able to quickly, positively, and smoothly transition in response to a known or unknown change so that others can move forward and adjust to a new way of being (360 thinking).
- **Situational Awareness** | Understands changes in situations and individuals around one. The willingness to adjust one's approach and actions accordingly, as one becomes aware of these changes.
- **Resiliency** | Overcomes adversity and failure through harvesting lessons learned and rising again/even higher to the next challenge that stands out.
- **Re-framing** | Asks the thought-provoking questions that prompt oneself and others to think outside the leading to a better solution.

## CULTURAL COMPETENCE

- **Cultural Awareness** | Demonstrates transparency and shares own values, beliefs, knowledge and thoughts with others; seeks to understand own cultural bias and beliefs and be respectful of others' values, beliefs, knowledge and thoughts; develops the ability to be comfortable in non-familiar settings.
- **Cultural Curiosity** | Possesses a deep curiosity about people's differences and how they operate. This includes a personal passion for diverse experiences and an insatiable desire to learn about other cultures.
- **Work across cultures** | Forms and leads a diverse group to become a successful entity as a whole while developing each individual to become effective in his or her role. This includes the ability to create horizontal networks that cut across geographic lines, bring people together around a common set of goals, and create a working environment that transcends geographic/departmental goals.

## INTELLECTUAL COMPETENCY

- **Engage in Self-Development** | Motivated to engage in self-development opportunities to achieve one's fullest potential and benefit oneself and others.
- **Reflection and Application** | Reflects on experiences, considers the learning gained through reflection, and uses this knowledge to help better address and face new challenges.
- **Humility** | Understands that no matter how much one knows, there is a vast amount of knowledge that still needs to be learned and discovered, knowing that one can learn from every person one comes across.
- **Develop an Entrepreneurial Mindset** | Thinks, acts, experiments, and takes risks and initiative in environments that are fast-paced, rapidly changing and highly uncertain in order to develop creative innovative solutions.

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## ◎ EMPATHY

- **Actively Listen** | Engages in strategies that assist one in accurately receiving a message that someone conveys, gathers ideas and feedback as well as demonstrates a sense of care about what others want to communicate.
- **Gain Self-Awareness** | Understands one's personality, beliefs, capacities, and interests so as to develop a greater depth of understanding of oneself in order to engage in a more authentic and productive manner with others.
- **Manage Relationships** | Cultivates meaningful connections with others that allow students to create a trusting environment in which people care for each other, open channels of communication that allow for emergence of new ideas and honest dialogue, the development of a personal and professional support structure, and the creation of a shared commitment for a vision or task.
- **Receive Feedback** | Considers feedback from others in an effort to develop one's own capacity and increase effectiveness with others.
- **Demonstrate Compassion** | Recognizes and acknowledges other people's circumstances and viewpoints, genuinely shows care and concern for others and is ready to help when needed.
- **Utilize Others' Contributions** | Recognizes and acknowledges other people's viewpoints, ideas, strengths, knowledge and abilities so that each person is operating at this or her highest capacity for the success and morale of each individual.

## ◎ AGILITY

- **Identify Problems** | Effectively and carefully identifies and examines problems in order to develop the most appropriate solution.
- **Generate New Ideas** | Produces new ideas to resolve complex problems and overcomes obstacles in order to achieve a successful and productive outcome, refrain from negatively affecting others, and in some cases positively affects others, and prevents a problem from reoccurring.
- **Drive Change** | Demonstrates openness to new ideas and input from others and evaluates new ideas objectively based on their merits, regardless of who generated the ideas.
- **Recognize Trends** | Sees patterns in otherwise disorganized information. Identifies problems before they occur. Puts "two and two" together and draws accurate conclusions.
- **Synthesize Information** | Looks at a variety of information / solutions, some seemingly unrelated, and connects that information to make sense of the bigger picture so that effective and sustainable decisions can be made.