

CSIL's 10 Student Leadership Competencies

Conflict Negotiation

Conflict is inevitable. Leaders may be involved in the conflict or helping others negotiate through the conflict. To create a safe, respectful, and trusting environment, leaders must be adept at negotiating conflict.

Self-Development

Whether it is learning new technology or how to become a better public speaker, leaders are always learning. They may do this voluntarily like seeking out training or out of necessity based on the leader's role or the group's needs.

Responsibility for Personal Behavior

All people make mistakes and bad choices on occasion. It is how one handles those situations that demonstrates leadership.

Diversity

Leadership is inherently an interpersonal process, and in many situations, leaders will find themselves in the position of working with individuals who have different backgrounds, beliefs, and/or experiences than they do. The variety of diverse perspectives of those in the group can enhance a group's effectiveness.

Knowledge

Productive Relationships

Leadership involves having meaningful connections with others; simply interacting with people does not constitute a relationship.

Goals

It is essential to break a vision down into smaller, measurable, and more readily achievable goals that contribute to the achievement of the larger vision. By achieving these goals, one can measure progress towards the vision as well as feel a greater sense of accomplishment along the way.

Ability

Value

Problem Solving

Although everyone is confronted with problems, because leaders are connected to a larger system, problem solving can often have higher stakes for a group or organization.

Behavior

Group Development

Working together is not just about achieving an outcome; it is about participating in a process. Leaders need to pay attention to the group process ensuring that the group feels a sense of connection and commitment to both the group and its members.

Inclusion

Leaders do not just lead an abstract group of people for an abstract cause; they lead with people and for people, and must foster an inclusive environment.

Listening

Effective communication is more than just communicating messages to another person; it also involves receiving messages by listening.

What are we doing?



The staff in the Center for Student Involvement & Leadership is committed to helping our student leaders develop skills and competencies that will benefit them in their organizational roles, in various peer groups, and well into the future. To serve as our foundation for this work, we are utilizing a model of Student Leadership Competencies, developed by Dr. Corey Seemiller, which identifies 60 competencies that can be used to further develop student leaders in their work. **“COMPETENCIES ARE DEFINED AS KNOWLEDGE, VALUES, ABILITIES AND BEHAVIORS THAT HELP AN INDIVIDUAL CONTRIBUTE TO OR SUCCESSFULLY ENGAGE IN A ROLE OR TASK”** (Seemiller, 2014, P.XV).

In order to be intentional and effective, we have selected 10 competencies that our CSIL staff will focus on developing across the board for every student organization that we advise.

Why are we doing it?



The National Association of Colleges and Employers states **HOLDING LEADERSHIP POSITIONS WHILE IN COLLEGE IS THE NUMBER ONE FACTOR THAT HELPS EMPLOYERS MAKE A HIRING DECISION BETWEEN TWO EQUALLY QUALIFIED CANDIDATES** (Gray & Koncz, 2014). This means that employers are expecting that, as a student leader, you've developed skills and abilities which set you apart from other candidates who may not have held a leadership role. We are implementing these Student Leadership Competencies to ensure this expectation is met and each of our student leaders has the opportunity to develop themselves and prepare them for their future career field. We want you to be the most successful and effective student leader possible, and we believe that the intentional use of Student Leadership Competencies will help.

What do you get out of it?



At the end of your experience as a student leader advised by a CSIL staff member, **YOU WILL BE ABLE TO CONNECT THE SKILLS YOU USE AND DEVELOP IN YOUR ORGANIZATION WITH HOW TO UTILIZE THOSE SKILLS MOVING FORWARD.**

For some, this will mean having newly defined items to place on your resume to indicate the work you did. For others, this might help you narrow down your chosen field and help you become more successful within it. You'll work directly with your advisor to focus on what you need as an individual and how your experience can help you achieve that!