

COMPETENCY GUIDE



FOR COLLEGE STUDENT LEADERS

EVALUATION



**Advancing Campus Activities
in Higher Education**

College Student Leaders Competency Evaluation

This evaluation is intended to be filled out by both the student leader and advisor. The student leader should fill out their portion under each competency and then the advisor should complete their portion. After both individuals have completed their sections independently, the two should meet to discuss all of the feedback. Utilize only areas of this evaluation that apply.

CORE COMPETENCIES for Student Leaders

1. Desired Student Learning and Development Outcome—Leadership Development

Intro—Student leaders involved in campus activities must understand that their role is to be a positive change agent, to influence others and create a vision. Leadership is a process rather than a position. Leadership is relationship oriented and situational in nature.

Student Leader: Please rate yourself based on each of the statements below.

Understands the skill set of the membership and utilizes it effectively for engaging them in accomplishing the group's goals

Strongly Agree Agree Disagree Strongly Disagree

Hold self and members accountable

Strongly Agree Agree Disagree Strongly Disagree

Develops an organization inclusive of teambuilding, collaboration and strategic planning

Strongly Agree Agree Disagree Strongly Disagree

Encourages institutional pride and community building among student body

Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

2. Desired Student Learning and Development Outcome—Assessment and Evaluation

Intro—Student leaders involved in campus activities should make knowledge-based decisions in regard to resources allocated for the campus programs planned and implemented by their organization. Leaders should possess the ability to effectively evaluate programs as well as assess their campus and community culture. Program evaluations will assure the continued improvement of campus activities and comprehensive assessment will allow campus activities offerings to meet the community development needs of the entire campus.

Student Leader: Please rate yourself based on each of the statements below.

Ability to “map” or connect the mission or primary goals or functions of the organization to the activities and programs that the organization facilitates.

- Strongly Agree Agree Disagree Strongly Disagree

Ability to design the right programs, as well as gather the right evidence to foster the intended learning outcomes.

- Strongly Agree Agree Disagree Strongly Disagree

Ability to measure organizational effectiveness through internal assessments (e.g. pre- and post-membership surveys, leadership & advisor feedback)

- Strongly Agree Agree Disagree Strongly Disagree

Ability to measure service and impact on student body (or appropriate constituency)

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

3. Desired Student Learning and Development Outcome—Event Management

Intro—Student leaders engaged in campus activities have a unique opportunity to learn and practice effective event management. Student leaders should strive toward understanding the appropriate steps and issues involved in event planning and management.

Student Leader: Please rate yourself based on each of the statements below.

Utilizes personnel and financial resources appropriately

- Strongly Agree Agree Disagree Strongly Disagree

Implements appropriate risk management strategies

- Strongly Agree Agree Disagree Strongly Disagree

Negotiates contract adhering to college/university policies and practices

- Strongly Agree Agree Disagree Strongly Disagree

Manages program development, implementation and evaluation in an organized manner

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

4. Desired Student Learning and Development Outcome—Meaningful Interpersonal Relationships

Intro—Establishing meaningful interpersonal relationships are critical for successful leadership in campus activities. Student leaders often rely on committee volunteers to carry out the essential tasks related to providing programs and services. The work of campus activities is often supported by several on and off-campus constituencies. Professionalism, diplomacy and recognizing the support of others will enhance organizational effectiveness.

Student Leader: Please rate yourself based on each of the statements below.

Establishes mutually trustworthy and rewarding relationships with students, faculty and staff members, friends, and colleagues

- Strongly Agree Agree Disagree Strongly Disagree

Listens to and reflects upon others' points of view

- Strongly Agree Agree Disagree Strongly Disagree

Treats others with respect; gives value by actively demonstrating that oneself and others matter

- Strongly Agree Agree Disagree Strongly Disagree

Develops and maintains satisfying interpersonal relationships that support and clarify personal values, goals and interests

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

5. Desired Student Learning and Development Outcome—Collaboration

Intro—Collaboration involves seeking the involvement of others and working well with people. Collaboration is often used in campus activities to increase student involvement, enhance the available resources and provide the team with a larger skill set. Student leaders involved in collaboration often expand their skill set and exhibit growth as a result of their participation.

Student Leader: Please rate yourself based on each of the statements below.

Works cooperatively with others, seeking their involvement and feedback

- Strongly Agree Agree Disagree Strongly Disagree

Utilizes delegation as a means to involve group members

- Strongly Agree Agree Disagree Strongly Disagree

Creates formal and informal networks with other student leaders to build awareness of the issues facing their organizations

- Strongly Agree Agree Disagree Strongly Disagree

Promotes and conducts joint programs between organizations

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

6. Desired Student Learning and Development Outcome—Social Responsibility

Intro—Student leaders must role model social responsibility at all times but especially when representing the college/university. On and off campus behaviors should match the values of the organization and institution leaders represent.

Student Leader: Please rate yourself based on each of the statements below.

Appropriately challenges the unfair, unjust, or uncivil behavior of other individuals or groups

- Strongly Agree Agree Disagree Strongly Disagree

Participates in service/volunteer activities and understands the importance of civic engagement

- Strongly Agree Agree Disagree Strongly Disagree

Understands, abides by, and participates in the development, maintenance, and/or orderly change of community, social, and legal standards or norms

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

7. Desired Student Learning and Development Outcome—Effective Communication

Intro—Effective communication is a core competency needed by student leaders to ensure organizational achievement of goals. Student leaders involved in campus activities have vast opportunities with varying constituencies to practice communication and learn effective communication strategies. When communication is a focal point of student learning individuals will personally benefit and organizations will be run more efficiently.

Student Leader: Please rate yourself based on each of the statements below.

Conveys messages and influence others through writing, speaking, or non-verbal expression

- Strongly Agree Agree Disagree Strongly Disagree

Develops and facilitates thoughtful presentations

- Strongly Agree Agree Disagree Strongly Disagree

Works in teams and in multicultural settings

- Strongly Agree Agree Disagree Strongly Disagree

Illustrates the effective use of listening skills

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

8. Desired Student Learning and Development Outcome—Multicultural Competency

Intro—Multicultural competency is developed through celebration of diverse cultures, advocacy for the needs and identities of all members within the community, recognition of the diverse communities within the campus community and beyond, education and awareness of the concerns of those diverse communities, and support of the ongoing inclusion, understanding and dignity of all members within and beyond the campus community. Being able to understand one’s own identity, as well as recognizing the similarities and differences of others, will equip students to serve and lead as citizens in a global society.

Student Leader: Please rate yourself based on each of the statements below.

Recognizes the contributions diversity brings to their own campus and society
 Strongly Agree Agree Disagree Strongly Disagree

Seeks involvement with people different from oneself
 Strongly Agree Agree Disagree Strongly Disagree

Advocates equality and inclusiveness
 Strongly Agree Agree Disagree Strongly Disagree

Positively impacts others’ perspective on diversity
 Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

9. Desired Student Learning and Development Outcome—Intellectual Growth

Intro—Intellectual Growth is central to the mission of higher education and must be a focus in all endeavors inside and outside the classroom.

Campus Activities offers a fertile practice field for intellectual development when student leaders and programmers engage in critical thinking, problem solving and decision making. Student leaders should be cognizant of this learning opportunity and apply knowledge learned to enhance organizational goals and personal development.

Student Leader: Please rate yourself based on each of the statements below.

Applies previously understood information and concepts to a new situation or setting

- Strongly Agree Agree Disagree Strongly Disagree

Produces personal and educational goal statements

- Strongly Agree Agree Disagree Strongly Disagree

Uses complex information from a variety of sources including personal experience and observation to form a decision or opinion

- Strongly Agree Agree Disagree Strongly Disagree

Makes connections between campus involvement and curricular studies

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

10. Desired Student Learning and Development Outcome—Clarified Values

Intro—Understanding personal and organizational values play a significant role in achieving effective leadership in Campus Activities. Clarified values offer the leader a compass to navigate through a variety of leadership situations and challenges. Student leaders and programmers should reflect and engage in the process of values clarification to enhance personal growth and organizational effectiveness.

Student Leader: Please rate yourself based on each of the statements below.

Demonstrates willingness to scrutinize personal beliefs and values

- Strongly Agree Agree Disagree Strongly Disagree

Identifies personal, work, and lifestyle values and explains how they influence decision-making

- Strongly Agree Agree Disagree Strongly Disagree

Understands how culture influences one’s own values

- Strongly Agree Agree Disagree Strongly Disagree

Acts and makes decisions in congruence with personal values and the mission of the institution

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

Additional Competencies for Student Leaders to Explore

11. Desired Student Learning and Development Outcome—Enhanced Self Esteem

Intro—A meaningful outcome of student leadership is confidence in one's abilities. Students engaged in campus activities have a unique opportunity to practice a variety of skills and competencies resulting in enhanced self-esteem.

Student Leader: Please rate yourself based on each of the statements below.

Functions without need for constant reassurance from others

Strongly Agree Agree Disagree Strongly Disagree

Initiates actions toward achievement of goals

Strongly Agree Agree Disagree Strongly Disagree

Shows self respect and respect for others

Strongly Agree Agree Disagree Strongly Disagree

Takes reasonable risks

Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

12. Desired Student Learning and Development Outcome—Realistic self-appraisal

Intro—The use of reflection and assessment measures to better understand one's self promote student learning. Realistic self-appraisal enhances what student leaders know about themselves, where work is needed, and areas of accomplishment. Student leaders can utilize this knowledge to effectively share their skills and competencies while seeking opportunities to enhance weaknesses.

Student Leader: Please rate yourself based on each of the statements below.

Acknowledges and articulates personal skills, abilities and challenges

- Strongly Agree Agree Disagree Strongly Disagree

Learns from past experiences

- Strongly Agree Agree Disagree Strongly Disagree

Open to feedback from others

- Strongly Agree Agree Disagree Strongly Disagree

Seeks to improve areas of challenges and makes them opportunities

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

13. Desired Student Learning and Development Outcome—Healthy Behavior and Satisfying Lifestyles

Intro—Establishing healthy lifestyle habits while in college translates into healthy lifestyle habits after college. Balancing time between school, work, leisure, recreation, and family will help student leaders stay emotionally, physically, and spiritually grounded.

Student Leader: Please rate yourself based on each of the statements below.

Achieves balance between education, work, and unstructured free time

- Strongly Agree Agree Disagree Strongly Disagree

Articulates and meets goals for work, leisure, and education

- Strongly Agree Agree Disagree Strongly Disagree

Maintains a healthy physique

- Strongly Agree Agree Disagree Strongly Disagree

Chooses behaviors and environments that promote health and reduce risk

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

14. Desired Student Learning and Development Outcome—Interdependence

Intro—Student leaders need to develop and maintain mutually satisfying relationships. They will understand the need to establish relationships with others toward the achievement of group goals. This is displayed through listening and considering others' point of view and treating others with respect.

Student Leader: Please rate yourself based on each of the statements below.

Accepts supervision and direction as needed

- Strongly Agree Agree Disagree Strongly Disagree

Accepts and completes responsibilities in a timely manner

- Strongly Agree Agree Disagree Strongly Disagree

Recognizes the values and contributions of others

- Strongly Agree Agree Disagree Strongly Disagree

Explores creative solutions

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

15. Desired Student Learning and Development Outcome—Spiritual Awareness

Intro—Personal growth and development of students is enhanced by the recognition of spirituality as an integral component of holistic development. Being able to understand ones own belief systems and the belief systems of others will allow student leaders to better relate to others and deepen their own personal self awareness.

Student Leader: Please rate yourself based on each of the statements below.

Seeks opportunities to understand the belief systems of others

- Strongly Agree Agree Disagree Strongly Disagree

Recognizes spirituality as a component to a holistic approach to personal growth & development

- Strongly Agree Agree Disagree Strongly Disagree

Understands roles of spirituality in personal and group values and behaviors

- Strongly Agree Agree Disagree Strongly Disagree

Functions on the basis of personal identity, ethical, spiritual, and moral values

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

16. Desired Student Learning and Development Outcome—Personal and Educational Goals

Intro—The development of personal and education goals will enhance a student’s ability to choose opportunities in and outside the classroom appropriate for their development. Once goals are stated student can monitor the impact of their involvement and ascertain if the involvement is meaningful.

Student Leader: Please rate yourself based on each of the statements below.

- Sets, articulates, and pursues individual and educational goals and objectives
 Strongly Agree Agree Disagree Strongly Disagree
- Uses personal and educational goals to guide decisions
 Strongly Agree Agree Disagree Strongly Disagree
- Acknowledges the effect of one’s personal and educational goals on others
 Strongly Agree Agree Disagree Strongly Disagree
- Overcomes obstacles that hamper goal achievement
 Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

17. Desired Student Learning and Development Outcome—Career Choices

Intro—Student leadership can play a significant role toward enhancing opportunities following the undergraduate experience. Student leaders should consider early and frequently educational and position requirements for the work they hope to do upon completion of their formal education. Timely consideration and reflection will allow the student to utilize campus leadership opportunities to hone the skills and competencies necessary for their career choice.

Student Leader: Please rate yourself based on each of the statements below.

Articulates career choices based on assessment of interests, values, skills, and abilities

- Strongly Agree Agree Disagree Strongly Disagree

Articulates the characteristics of a preferred work environment

- Strongly Agree Agree Disagree Strongly Disagree

Constructs a resume with clear job objectives and evidence of related knowledge, skills, and accomplishments

- Strongly Agree Agree Disagree Strongly Disagree

Takes steps to initiate a job search or seek advanced education

- Strongly Agree Agree Disagree Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

Advisor: Please indicate your level of agreement with the above ratings.

- Strongly Agree Agree Disagree Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

STRENGTHS AND GROWTH OPPORTUNITIES for Student Leaders

The Student Leader and Advisor should review the sections above and then complete this page **together**. Utilize only areas of this evaluation that apply.

Indicate three to five competencies which are strengths with an 'S'. Indicate three to five competencies which are areas for growth development with a 'G'. Write any concluding thoughts on the lines below.

Core Competencies	S or G
Leadership Development	
Assessment and Evaluation	
Event Management	
Meaningful Interpersonal Relationships	
Collaboration	
Social Responsibility	
Effective Communication	
Multicultural Competency	
Intellectual Growth	
Clarified Values	
Additional Competencies	S or G
Enhanced Self Esteem	
Realistic self-appraisal	
Healthy Behavior and Satisfying Lifestyles	
Interdependence	
Spiritual Awareness	
Personal and Educational Goals	
Career Choices	

Student Leader Comments

Advisor Comments
