

We already know that you have the skills to succeed post-graduation. The question is **how do you talk about your skills and experiences in a way that makes sense to employers?** After talking with lots of employers of IU grads, the College of Arts & Sciences identified twelve career competencies. By translating your experiences into this language of career competencies, you can help employers understanding exactly how valuable you are. Let's take a look at these competencies and see how you've developed them during your time at IU!

What is it?	What does it mean?	How did you develop it?
Equity and Inclusion	Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.	
Communication	Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.	
Teamwork & Collaboration	Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.	
Leadership & Influence	Recognize and capitalize on personal and team strengths to achieve organizational goals.	
Digital Literacy	Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.	
Professionalism & Career Management	Understand and demonstrate effective work habits. Act in the interest of the larger community and workplace. Proactively develop oneself and one's career through continual	

	personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships.	
Critical Thinking	Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.	
Applied Problem Solving	The process of designing, evaluating and implementing a workable strategy to achieve a goal.	
Ethical Reasoning	Recognizing ethical issues arising in a variety of settings or social contexts, reflecting on the ethical concerns that pertain to the issue, and choosing a course of action based on these reflections.	
Creativity and Innovation	Generating new, varied and unique ideas, and making connections between previously unrelated ideas. Combining established elements in a new way to create something new.	
Community Engagement	Develop a consciousness about one's potential contributions and roles in the many communities one inhabits, in person and online, and takes action accordingly.	
Resourcefulness, Self-Learning and Adaptability	Set a foundation for long-term learning built on resilience and curiosity with an emphasis on applied problem solving and navigating diverse settings and varied challenges.	