



Resiliency Competency Model v2.0

re·sil·ien·cy *n.* an individual's persistent development and application of knowledge, skills, and resources that effectively help one adapt to change and overcome adversity.

The Northeast Resiliency Consortium **Resiliency Competency Model** defines resiliency competence for students while taking courses in community college and when exiting the community college to enter the workforce. This model presents five competencies that are critical to student success. In addition to the competency definition, a set of actions are provided to demonstrate some examples of successful student behavior within each competency. Though presented separately in the model, successful students use the competencies in combination to take effective action.

Critical Thinking

Purposeful use of reasoning to identify strengths and weaknesses of alternative approaches in diverse situations.

Example Actions

- Focuses on relevant and unique factors
- Analyzes situations for opportunities and challenges
- Identifies current resources and evaluates the gaps in needed resources
- Proposes alternative options and strategies using analysis and evaluation
- Makes informed decisions

Adaptability

Successful adjustment to a variety of positive and negative conditions and circumstances.

Example Actions

- Demonstrates curiosity, flexibility and openness to change
- Pursues alternative solutions, including effective use of technology
- Acknowledges when change is needed and takes proper action

Self-Awareness

Clear understanding of one's qualities, characteristics, strengths and weaknesses, and how they impact one's self and others.

Example Actions

- Engages in self-assessment and introspection, recognizing one's own emotions
- Identifies potential barriers (e.g., physical, emotional, and psychological)
- Makes confident, committed, and motivated choices
- Asks for support when appropriate

Reflective Learning

Integration and application of prior and current learning to new situations.

Example Actions

- Describes own best learning strategies
- Builds on prior knowledge and experiences with current knowledge
- Determines what learning is needed to move forward
- Learns from the effects of one's actions and makes improvements

Collaboration

Works with others to achieve a goal.

Example Actions

- Initiates giving and receiving information, facilitating communications among the group
- Resolves conflicts by advocating for and engaging in compromise
- Engages in the development of relationships
- Prioritizes group goals while recognizing individual interests
- Demonstrates willingness to come to agreement with others
- Uses technology effectively to foster communication and teamwork

These five competency areas have been developed using multiple methods of systematically collecting and processing stakeholder feedback. Stakeholders included students, faculty, staff, administration, employers and industry groups. Details regarding these methods and their results are available through the Northeast Resiliency Consortium. This version of the model is designed to be used in conjunction with implementation plans for Fall 2015.