



Ohio University Leadership Endorsement

OHIO UNIVERSITY LEADERSHIP ENDORSEMENT PROGRAM GUIDE

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PROGRAM WELCOME

Welcome to the Ohio University Leadership Endorsement program, where you will learn, act, and lead through exposure to new ways of thinking, active engagement on campus, and critical self-reflection. Through this development of leadership skills, students also will learn to articulate their skills to employers and others.

PROGRAM OVERVIEW

Leadership Endorsement Basics

The Leadership Endorsement is a credentialing program that provides students at Ohio University with the opportunity to learn about the leadership areas, build eight skills employers seek, reflect on personal growth, and prepare to articulate skill areas to employers and graduate or professional schools. Sometimes called soft or transferable skills, these are the skill sets not typically taught in classrooms or through formal training. But these types of skills are critical for success in all industries. Completing activities and reflections associated with skill areas requires analysis about experiences that developed personal skill areas. This program's combination of reflection and future thinking will help you analyze growth in a skill area and where you hope to grow while achieving your goals as a leader.

Eight Skills

There are eight skills in the Leadership Endorsement program: self-awareness, team development, interpersonal communication, intercultural competency, innovation, adaptability, problem solving, and wellbeing. These eight skills are consistent with what employers nationally report seeking from graduates. Read the information in this guide to learn about badging requirements and why employers desire these skills.

Defining Badges

The Leadership Endorsement program offers eight different badges in the eight skill areas. Through the Leadership Endorsement, you will earn a digital badge upon completion of quizzes, reflections, and activities for different skill areas based on the fundamentals of learning, acting, and leading across the skill areas. Your earned badge is a way to demonstrate a quantified skill set in a portable, consistent, and identifiable way. Each badge is divided into three levels that reflect Level 1 (basic), Level 2 (intermediate), and Level 3 (advanced) skills.

Leadership Endorsement



Once you complete all eight badges, you earn the Leadership Endorsement. The Leadership Endorsement will be available as a visual graphic for you to use professionally to demonstrate your mastery of all eight leadership skill areas.

Badge Levels

Badge activities are divided into three levels of challenge: Level 1 (basic), Level 2 (intermediate), and Level 3 (advanced). These areas are related to the type of activity for each area across the platform based on the learn, act, lead focus.

Level 1 badges (basic) for each of the eight skills require learning about the skill area. For these badges, you will complete learning activities and a quiz to assess knowledge in the skill area. Upon successful completion of the quiz, you earn Level 1 of that skill's badge. The badge for each skill area gains a color as each increasing level of challenge is completed. A Level 1 badge has one color to show a partially completed badge.



Level 2 badges (intermediate) require you to act by participating in learning activities, programs, or events. A list of pre-approved activity options is detailed in Blackboard. Activities also can be proposed for inclusion on the list. If you want to propose an activity, use the Level 2 Activity Approval Application located in the Level 2 Forms & Info section in Blackboard. Level 2 badges involve attending or participating in events, writing a brief description, providing evidence, and completing brief reflections. An activity may count for multiple skills. Only one piece of evidence and description is required, but a separate reflection is required for each skill area. A Level 2 badge has two colors to convey that a portion of the badge has been completed.



Level 3 badges (advanced) challenge you to demonstrate leadership in the skill area. Level 3 badges require deep reflection of skill development and leading an activity related to the skill area. Achieving the Level 3 badge indicates the highest skill level in an area. These badges are the most marketable and demonstrate the greatest achievement among the skill levels. The Level 3 badge is a "completed" badge and has all three colors around the badge's perimeter. Once you complete the final level of the badge, you are "awarded" the badge, which you can display on social media, your email signature, or through employment documents.



Student Employee Requirements

Participation in the Leadership Endorsement is open to student employees in the Division of Student Affairs. All student employees will complete the Level 1 badges for each of the eight leadership skills during the employment onboarding and training experience. Completing Level 2 and Level 3 badges will be based on students' own personal and professional desire to develop skills in different leadership areas. Students are encouraged to talk with their supervisor about goals they have for development in these leadership skill areas.

Tracking Badge Completion

All activities associated with badge completion are tracked through Blackboard. Sign in to Blackboard using your Ohio University credentials. In Blackboard, select "My Organizations" and then the "Ohio University Leadership Endorsement" link to access program information, including badge descriptions and resources related to badge completion. Please allow up to two weeks after you submit your materials or evidence to see your progress reflected online. If you have any concerns, contact your supervisor.

Submitting Evidence

Level 2 for each skill area requires evidence to document your participation in three pre-approved activities. The type of evidence required is detailed in Blackboard. You will submit different items depending on the event. For example, if you attend a speaker session listed as an option for a badge, you could scan a flier for the event or submit a photo of yourself at the event. In addition to evidence of the event, many of the skills require completion of reflections and goal-setting for growth in the skill area. Details of these materials are listed in Blackboard. Please allow up to two weeks after you submit your materials or evidence to see your progress reflected online. If you have any concerns, contact your supervisor.

FOR ASSISTANCE WITH THE LEADERSHIP ENDORSEMENT

Check out the Frequently Asked Questions page in Blackboard to see answers to common questions participants have about this program. If you have a technical problem loading evidence, completing a quiz, or navigating the platform sites, please use the Bug Report in Blackboard.

If you would like to map out how you hope to complete these badges, including which badges you want to complete, start by talking with your supervisor to connect the badges with your personal goals.

For more in-depth conversation about your leadership skill development, contact the Career & Leadership Development Center (CLDC) to meet with a leadership coach. You can arrange a coaching session by calling (740) 593-2909 or stopping by the CLDC on the fifth floor of Baker University Center.

GUIDE TO COMPLETING EACH BADGE

SELF-AWARENESS

Description: Identify personal interests, skills, values, strengths, and motivations; incorporate self-knowledge into decision-making.

Why this skill is important: Knowing about yourself and making informed decisions is critical to being a successful leader. Having a consistent approach to making decisions will help you build confidence and think strategically about effectively using your personal qualities, like your values and skills.

What to expect from this badge:

- Badge activities are divided into three levels of challenge—Level 1, Level 2, and Level 3. These levels are related to the type of activity for each area across the platform based on the learn, act, lead focus.
- Level 1 for self-awareness involves learning about the skill. You will complete learning activities and a quiz to assess knowledge in the skill area. Upon successful completion of the quiz, you will earn Level 1 of the self-awareness badge. The badge for each skill area gains a color as each increasing level of challenge is completed.
- Level 2 for self-awareness requires you to act by participating in learning activities, programs, or events. Following participation in activities, you will be asked to complete a brief reflection exercise. An activity may count for multiple skills, but a separate reflection is required for each skill area.
- Level 3 for self-awareness challenges you to demonstrate leadership in the skill. This badge requires deep reflection about your skill development, and you are expected to lead an activity related to the skill area.
- Once you complete Levels 1, 2, and 3, your badge is complete and it will be presented for display on social media or through professional communication channels.

Level 1

Level 1 Self-Awareness Learning Outcomes

Upon completion of Level 1 of the self-awareness badge, you will be able to:

- Define self-awareness.
- Identify your personal decision-making process.
- Identify at least three available campus and community self-awareness resources, clubs, groups, services, or organizations.

Level 1 Self-Awareness Activities

Complete the activities below to learn more about self-awareness. More detailed information, including links to articles and videos, will be available in Blackboard. The quiz for Level 1 of the self-awareness badge draws from this material.

- Read and/or watch a video about self-awareness that describes professional leadership interests, values, skills, and strengths.
- Read and/or watch a video about various decision-making processes.
- Read information about campus and community resources.

Level 1 Self-Awareness Evidence

Once you submit your evidence, you will receive verification that you completed Level 1 for this skill badge.

- Complete the online assessment about your knowledge of self-awareness and related resources.

Level 2

Level 2 Self-Awareness Learning Outcome

Upon completion of Level 2 of the self-awareness badge, you will be able to:

- Participate in an experience that impacts your interests, skills, values, and strengths.
- Demonstrate the ability to make a decision using your knowledge of your interests, skills, values, and strengths.

Level 2 Self-Awareness Activities

More detailed information about the activities that qualify will be available in Blackboard.

- Participate in three activities, or propose and gain approval for three activities in which to participate. If you want to propose an activity, use the Level 2 Activity Approval Application located in the Level 2 Forms & Info section in Blackboard.

Level 2 Self-Awareness Evidence

Complete the evidence portion of the badge after you participate in the three required activities for this skill. Once you submit the evidence below, you will receive verification that you completed Level 2 for this skill badge.

- Provide evidence of participation in three unique activities.
- Write a short (no more than 200 words) description for each activity in which you participated.
- List each activity's purpose or goal and how you demonstrated your ability to make a decision using your knowledge of your interests, skills, values, and strengths.

Level 3

Level 3 Self-Awareness Learning Outcome

Upon completion of Level 3 of the self-awareness badge, you will be able to:

- Evaluate your self-awareness growth through the impact that experiences had on your personal interests, skills, values, and strengths. Demonstrate the ability to make a decision using your knowledge of your interests, skills, values, and strengths.
- Evaluate your self-awareness growth through the demonstration of incorporating self-knowledge into your decision-making process.
- Establish three or more SMART goals to continue your self-awareness growth.

Level 3 Self-Awareness Activities and Evidence

Complete the activities below to further present evidence of your self-awareness skill. Once you submit the evidence below, you will receive verification that you completed the self-awareness badge.

- Create a reflective piece that demonstrates your advanced self-awareness skill level.
- Write three or more SMART goals to continue your self-awareness growth.

TEAM DEVELOPMENT

Description: An individual who is competent in team development is able to work toward a shared purpose through facilitation, collaboration, compromise, and conflict resolution.

Why this skill is important: Working with teams is an essential component of any successful workplace. Having extensive experience working with teams along with effective team development skills will make you a desirable employee in any industry.

What to expect from this badge:

- Badge activities are divided into three levels of challenge—Level 1, Level 2, and Level 3. These skills are related to the type of activity for each area across the platform based on the learn, act, lead focus.
- Level 1 for team development involves learning about the skill. You will complete learning activities and a quiz to assess knowledge in the skill area. Upon successful completion of the quiz, you will earn Level 1 of the team development badge. The badge for each skill area gains a color as each increasing level of challenge is completed.
- Level 2 for team development requires you to act by participating in learning activities, programs, or events. Following participation in activities, you will be asked to complete a brief reflection exercise. An activity may count for multiple skills, but a separate reflection is required for each skill area.
- Level 3 for team development challenges you to demonstrate leadership in the skill. This badge requires deep reflection about your skill development, and you are expected to lead an activity related to the skill area.
- Once you complete Levels 1, 2, and 3, your badge is complete and it will be presented for display on social media or through professional communication channels.

Level 1

Level 1 Team Development Learning Outcomes

Upon completion of Level 1 of the team development badge, you will be able to:

- Identify the purpose or goal of a team.
- Define the essential skills of effective teams (facilitation, collaboration, compromise, and conflict resolution).
- Identify the types of teams to which you belong or could belong.

Level 1 Team Development Activities

Complete the activities below to learn more about team development. More detailed information, including links to articles and videos, will be available in Blackboard. The quiz for Level 1 of the team development badge draws from this material.

- Read and/or watch a video about team development, including team purpose/goal, essential skills of effective teams, value of teamwork, description and examples of team types, etc.

Level 1 Team Development Evidence

Once you submit your evidence, you will receive verification that you completed Level 1 for this skill badge.

- Complete the online assessment about your knowledge of team development and your personal experience with teams.

Level 2

Level 2 Team Development Learning Outcome

Upon completion of Level 2 of the team development badge, you will be able to:

- Demonstrate the ability to act in a way that supports a team's purpose or goal.
- Participate in a team and identify the team's purpose or goal, and essential skills of effective teams (facilitation, collaboration, compromise, and conflict resolution) within that experience.

Level 2 Team Development Activities

More detailed information about the activities that qualify will be available in Blackboard.

- Participate in three activities, or propose and gain approval for three activities in which to participate. If you want to propose an activity, use the Level 2 Activity Approval Application located in the Level 2 Forms & Info section in Blackboard.

Level 2 Team Development Evidence

Complete the evidence portion of the badge after you participate in the three required activities for this skill. Once you submit the evidence below, you will receive verification that you completed Level 2 for this skill badge.

- Provide evidence of participation in three unique activities.
- Write a short (no more than 200 words) description for each activity in which you participated.
- List each activity's purpose or goal and essential skills of effective teams (facilitation, collaboration, compromise, and conflict resolution) within the team experience.

Level 3

Level 3 Team Development Learning Outcome

Upon completion of Level 3 of the team development badge, you will be able to:

- Articulate an experience that challenged you while working with a team.
- Evaluate your team development growth through facilitation, collaboration, compromise, and conflict resolution.
- Effectively lead a team that reaches a desired purpose or goal.
- Establish three or more SMART goals to continue your team development growth.

Level 3 Team Development Activities

Complete the activities below to further present evidence of your team development skill. Once you submit the evidence below, you will receive verification that you completed the team development badge.

- Create a reflective piece that demonstrates your experience of being challenged while working with a team.
- Create a reflective piece that evaluates your team development growth through facilitation, collaboration, compromise, and conflict resolution.
- Effectively lead a team that reaches a desired purpose or goal.
- Write three or more SMART goals to continue your team development growth.

Level 3 Team Development Evidence

Complete the activities below to further present evidence of your team development skill. Once you submit the evidence below, you will receive verification that you completed the team development badge.

- Submit two reflections detailed in Level 3 team development activities related to your growth in team development and also a challenge you experienced working with a team.
- Provide a description and evidence of the team activity you led and describe how your team met the desired purpose or goal.

- Submit three or more SMART goals detailed in Level 3 team development activities to continue your team development growth.

PROBLEM SOLVING

Description: An individual who is competent in problem solving is able to think critically about all factors associated with a problem; evaluate potential solutions from a systems perspective and make an informed decision about which option to implement; and evaluate the chosen solution's effectiveness following implementation.

Why this skill is important: Having critical thinking and systems thinking skills associated with problem solving enables you to tackle obstacles efficiently and expertly. Since problem solving is a constant in any workplace, having the skills to confidently handle issues will make you a sought-after colleague.

What to expect from this badge:

- Badge activities are divided into three levels of challenge—Level 1, Level 2, and Level 3. These skills are related to the type of activity for each area across the platform based on the learn, act, lead focus.
- Level 1 for problem solving involves learning about the skill. You will complete learning activities and a quiz to assess knowledge in the skill area. Upon successful completion of the quiz, you will earn Level 1 of the problem-solving badge. The badge for each skill area gains a color as each increasing level of challenge is completed.
- Level 2 for problem solving requires you to act by participating in learning activities, programs, or events. Following participation in activities, you will be asked to complete a brief reflection exercise. An activity may count for multiple skills, but a separate reflection is required for each skill area.
- Level 3 for problem solving challenges you to demonstrate leadership in the skill. This badge requires deep reflection about your skill development, and you are expected to lead an activity related to the skill area.
- Once you complete Levels 1, 2, and 3, your badge is complete and it will be presented for display on social media or through professional communication channels.

Level 1

Level 1 Problem-Solving Learning Outcomes

Upon completion of Level 1 of the problem-solving badge, you will be able to:

- Identify factors associated with a problem.
- Define systems perspective.

Level 1 Problem-Solving Activities

Complete the activities below to learn more about problem solving. More detailed information, including links to articles and videos, will be available in Blackboard. The quiz for Level 1 of the problem-solving badge draws from this material.

- Read and/or watch a video about problem solving.

Level 1 Problem-Solving Evidence

Once you submit your evidence, you will receive verification that you completed Level 1 for this skill badge.

- Complete the online assessment about your knowledge of problem solving and related resources.

Level 2

Level 2 Problem-Solving Learning Outcome

Upon completion of Level 2 of the problem-solving badge, you will be able to:

- Participate in a group experience that requires problem solving.

Level 2 Problem-Solving Activities

More detailed information about the activities that qualify will be available in Blackboard.

- Participate in three activities, or propose and gain approval for three activities in which to participate. If you want to propose an activity, use the Level 2 Activity Approval Application located in the Level 2 Forms & Info section in Blackboard.

Level 2 Problem-Solving Evidence

Complete the evidence portion of the badge after you participate in the three required activities for this skill. Once you submit the evidence below, you will receive verification that you completed Level 2 for this skill badge.

- Provide evidence of participation in three unique activities.
- Write a short (no more than 200 words) description for each activity in which you participated.
- Summarize the problem and solution for each activity. List at least two factors associated with the problem, identify the impact on at least two stakeholders, and provide an alternative solution to the problem for each activity.

Level 3

Level 3 Problem-Solving Learning Outcome

Upon completion of Level 3 of the problem-solving badge, you will be able to:

- Articulate an experience when you had to lead a person(s) through solving a problem. Describe all factors associated with solving this problem.
- Evaluate the effectiveness of a chosen solution following implementation and the impact on the stakeholders.
- Establish three or more SMART goals to continue your problem-solving growth.

Level 3 Problem-Solving Activities and Evidence

Complete the activities below to further present evidence of your problem-solving skill. Once you submit the evidence below, you will receive verification that you completed the problem-solving badge.

- Create a reflective piece that demonstrates your advanced problem-solving skill level.
- Write three or more SMART goals to continue your problem-solving growth.

INTERPERSONAL COMMUNICATION

Description: Building effective relationships through clear communication and understanding with others through listening, verbal and nonverbal communication, confidence, empathy, and respect.

Why this skill is important: Communication and relationship-building skills are essential to personal and professional success. Building strong interpersonal communication skills through experience will enhance your ability to interface with a range of individuals and groups.

What to expect from this badge:

- Badge activities are divided into three levels of challenge—Level 1, Level 2, and Level 3. These skills are related to the type of activity for each area across the platform based on the learn, act, lead focus.
- Level 1 for interpersonal communication involves learning about the skill. You will complete learning activities and a quiz to assess knowledge in the skill area. Upon successful completion of the quiz, you will earn Level 1 of the interpersonal communication badge. The badge for each skill area gains a color as each increasing level of challenge is completed.
- Level 2 for interpersonal communication requires you to act by participating in learning activities, programs, or events. Following participation in activities, you will be asked to complete a brief reflection exercise. An activity may count for multiple skills, but a separate reflection is required for each skill area.
- Level 3 for interpersonal communication challenges you to demonstrate leadership in the skill. This badge requires deep reflection about your skill development, and you are expected to lead an activity related to the skill area.
- Once you complete Levels 1, 2, and 3, your badge is complete and it will be presented for display on social media or through professional communication channels.

Level 1

Level 1 Interpersonal Communication Learning Outcomes

Upon completion of Level 1 of the interpersonal communication badge, you will be able to:

- Define the essential skills of interpersonal communication (listening, verbal and nonverbal communication, confidence, empathy, and respect).
- Identify effective interpersonal communication skills.

Level 1 Interpersonal Communication Activities

Complete the activities below to learn more about interpersonal communication. More detailed information, including links to articles and videos, will be available in Blackboard. The quiz for Level 1 of the interpersonal communication badge draws from this material.

- Read and/or watch a video about interpersonal communication including listening, verbal and nonverbal communication, confidence, empathy, and respect.

Level 1 Interpersonal Communication Evidence

Once you submit your evidence, you will receive verification that you completed Level 1 for this skill badge.

- Complete the online assessment about your knowledge of interpersonal communication.

Level 2

Level 2 Interpersonal Communication Learning Outcome

Upon completion of Level 2 of the interpersonal communication badge, you will be able to:

- Participate in an experience that exposes you to skills associated with interpersonal communication (listening, verbal and nonverbal communication, confidence, empathy, and respect).
- Demonstrate interpersonal communication behaviors (listening, verbal and nonverbal communication, confidence, empathy, and respect).

Level 2 Interpersonal Communication Activities

More detailed information about the activities that qualify will be available in Blackboard.

- Participate in three activities, or propose and gain approval for three activities in which to participate. If you want to propose an activity, use the Level 2 Activity Approval Application located in the Level 2 Forms & Info section in Blackboard.

Level 2 Interpersonal Communication Evidence

Complete the evidence portion of the badge after you participate in the three required activities for this skill. Once you submit the evidence below, you will receive verification that you completed Level 2 for this skill badge.

- Provide evidence of participation in three unique activities.
- Write a short (no more than 200 words) description regarding the behaviors you demonstrated.
- List the purpose or goal of the action you took and the skills you tested (listening, verbal and nonverbal communication, confidence, empathy, and respect).

Level 3

Level 3 Interpersonal Communication Learning Outcome

Upon completion of Level 3 of the interpersonal communication badge, you will be able to:

- Articulate a complex communication situation where you demonstrated mastery of interpersonal communication skills (listening, verbal and nonverbal communication, confidence, empathy, and respect).
- Evaluate the development of your interpersonal communication.
- Establish three or more SMART goals to continue your interpersonal communication growth.

Level 3 Interpersonal Communication Activities and Evidence

Complete the activities below to further present evidence of your interpersonal communication skill. Once you submit the evidence below, you will receive verification that you completed the interpersonal communication badge.

- Create a reflective piece that demonstrates your advanced interpersonal communication skill level.
- Write three or more SMART goals to continue your interpersonal communication growth.

ADAPTABILITY

Description: An individual who is competent in adaptability can recognize when a change is needed and demonstrate resilience in shifting environments.

Why this skill is important: Industries and organizations shift constantly to meet changing needs and demands of users and consumers. Being able to adapt to environments, challenges, and work styles will empower you to work confidently and capably in any setting.

What to expect from this badge:

- Badge activities are divided into three levels of challenge—Level 1, Level 2, and Level 3. These skills are related to the type of activity for each area across the platform based on the learn, act, lead focus.
- Level 1 for adaptability involves learning about the skill. You will complete learning activities and a quiz to assess knowledge in the skill area. Upon successful completion of the quiz, you will earn Level 1 of the adaptability badge. The badge for each skill area gains a color as each increasing level of challenge is completed.
- Level 2 for adaptability requires you to act by participating in learning activities, programs, or events. Following participation in activities, you will be asked to complete a brief reflection exercise. An activity may count for multiple skills, but a separate reflection is required for each skill area.
- Level 3 for adaptability challenges you to demonstrate leadership in the skill. This badge requires deep reflection about your skill development, and you are expected to lead an activity related to the skill area.
- Once you complete Levels 1, 2, and 3, your badge is complete and it will be presented for display on social media or through professional communication channels.

Level 1

Level 1 Adaptability Learning Outcomes

Upon completion of the Level 1 adaptability badge, you will be able to:

- Define adaptability and resilience.
- Identify when being adaptable is necessary.

Level 1 Adaptability Activities

Complete the activities below to learn more about adaptability. More detailed information, including links to articles and videos, will be available in Blackboard. The quiz for Level 1 of the adaptability badge draws from this material.

- Read and/or watch a video about adaptability.

Level 1 Adaptability Evidence

Once you submit your evidence, you will receive verification that you completed Level 1 for this skill badge.

- Complete the online assessment about your knowledge of adaptability and related resources.

Level 2

Level 2 Adaptability Learning Outcome

Upon completion of Level 2 of the adaptability badge, you will be able to:

- Demonstrate adaptability and resiliency.
- Participate in an experience that exposes you to a situation where you had to adapt.

Level 2 Adaptability Activities

More detailed information about the activities that qualify will be available in Blackboard.

- Participate in three activities, or propose and gain approval for three activities in which to participate. If you want to propose an activity, use the Level 2 Activity Approval Application located in the Level 2 Forms & Info section in Blackboard.

Level 2 Adaptability Evidence

Complete the evidence portion of the badge after you participate in the three required activities for this skill. Once you submit the evidence below, you will receive verification that you completed Level 2 for this skill badge.

- Provide evidence of participation in three unique activities.
- Write a short (no more than 200 words) description for each activity in which you participated.
- Describe how you adapted and were resilient in the situation for each activity.

Level 3

Level 3 Adaptability Learning Outcome

Upon completion of Level 3 of the adaptability badge, you will be able to:

- Articulate an experience when you had to support a person(s) through change.
- Evaluate how you supported the person(s) through the change and how effectively the person adapted.
- Establish three or more SMART goals to continue your adaptability growth.

Level 3 Adaptability Activities and Evidence

Complete the activities below to further present evidence of your adaptability skill. Once you submit the evidence below, you will receive verification that you completed the adaptability badge.

- Create a reflective piece that demonstrates your advanced adaptability skill level.
- Write three or more SMART goals to continue your adaptability growth.

INNOVATION

Description: An individual who is competent in innovation is able to develop creative ideas, take risks to test ideas, and engage and challenge others by conveying the need for dynamic change.

Why this skill is important: Taking risks and getting colleagues on board with ideas is a critical part of developing creative approaches to projects and issues. Innovators push the edge of change forward in all industries by thinking in different ways and challenging the status quo.

What to expect from this badge:

- Badge activities are divided into three levels of challenge—Level 1, Level 2, and Level 3. These skills are related to the type of activity for each area across the platform based on the learn, act, lead focus.
- Level 1 for innovation involves learning about the skill. You will complete learning activities and a quiz to assess knowledge in the skill area. Upon successful completion of the quiz, you will earn Level 1 of the innovation badge. The badge for each skill area gains a color as each increasing level of challenge is completed.
- Level 2 for innovation requires you to act by participating in learning activities, programs, or events. Following participation in activities, you will be asked to complete a brief reflection exercise. An activity may count for multiple skills, but a separate reflection is required for each skill area.
- Level 3 for innovation challenges you to demonstrate leadership in the skill. This badge requires deep reflection about your skill development, and you are expected to lead an activity related to the skill area.
- Once you complete Levels 1, 2, and 3, your badge is complete and it will be presented for display on social media or through professional communication channels.

Level 1

Level 1 Innovation Learning Outcomes

Upon completion of Level 1 of the innovation badge, you will be able to:

- Define the essential skills of innovation (creative thinking, risk taking, and engaging others in change).
- Identify at least three available innovative campus resources, clubs, groups, services, or organizations.

Level 1 Innovation Activities

Complete the activities below to learn more about innovation. More detailed information, including links to articles and videos, will be available in Blackboard. The quiz for Level 1 of the innovation badge draws from this material.

- Read and/or watch a video about innovation, including creative thinking, risk taking, and engaging others in change.
- Read information about campus and community resources.

Level 1 Innovation Evidence

Once you submit your evidence, you will receive verification that you completed Level 1 for this skill badge.

- Complete the online assessment about your knowledge of innovation and related resources.

Level 2

Level 2 Innovation Learning Outcome

Upon completion of Level 2 of the innovation badge, you will be able to:

- Participate in an experience that exposes you to skills associated with innovation.

- Demonstrate innovative behaviors (creative thinking, risk taking, and engaging others in change) in a group setting.

Level 2 Innovation Activities

More detailed information about the activities that qualify will be available in Blackboard.

- Participate in three activities, or propose and gain approval for three activities in which to participate. If you want to propose an activity, use the Level 2 Activity Approval Application located in the Level 2 Forms & Info section in Blackboard.

Level 2 Innovation Evidence

Complete the evidence portion of the badge after you participate in the three required activities for this skill. Once you submit the evidence below, you will receive verification that you completed Level 2 for this skill badge.

- Provide evidence of participation in three unique activities.
- Write a short (no more than 200 words) description regarding the behaviors you demonstrated.
- List the purpose or goal of the actions you took, and the skills you tested (creative thinking, risk taking, and engaging others in change).

Level 3

Level 3 Innovation Learning Outcome

Upon completion of Level 3 of the innovation badge, you will be able to:

- Evaluate your ability to be innovative.
- Articulate an experience where you were involved in creative thinking, risk taking, and engaging others in change that led to an innovative success or failure.
- Write three or more SMART goals to continue your innovative growth.

Level 3 Innovation Activities and Evidence

Complete the activities below to further present evidence of your skill. Once you submit the evidence below, you will receive verification that you completed the innovation badge.

- Create a reflective piece that demonstrates your advanced innovative skill level.
- Write three or more SMART goals to continue your innovative growth.

WELLBEING

Definition: Wellbeing is an active, positive, progressive process through which people become aware of, and make choices toward, reaching their full potential.

Why this skill is important: Focusing on the varied facets of your wellbeing can inspire you to achieve and maintain a satisfying and healthy life. Having skills in wellbeing will help you manage your personal resources, relieve stress, and channel your energy and interests into satisfying pursuits inside and outside of the workplace.

What to expect from this badge:

- Badge activities are divided into three levels of challenge—Level 1, Level 2, and Level 3. These skills are related to the type of activity for each area across the platform based on the learn, act, lead focus.
- Level 1 for wellbeing involves learning about the skill. You will complete learning activities and a quiz to assess knowledge in the skill area. Upon successful completion of the quiz, you will earn Level 1 of the wellbeing badge. The badge for each skill area gains a color as each increasing level of challenge is completed.
- Level 2 for wellbeing requires you to act by participating in learning activities, programs, or events. Following participation in activities, you will be asked to complete a brief reflection exercise. An activity may count for multiple skills, but a separate reflection is required for each skill area.
- Level 3 for wellbeing challenges you to demonstrate leadership in the skill. This badge requires deep reflection about your skill development, and you are expected to lead an activity related to the skill area.
- Once you complete Levels 1, 2, and 3, your badge is complete and it will be presented for display on social media or through professional communication channels.

Level 1

Level 1 Wellbeing Learning Outcomes

Upon completion of Level 1 of the wellbeing badge, you will be able to:

- Define wellbeing.
- Identify the dimensions of wellbeing.
- Identify at least three available campus and community wellbeing resources, clubs, groups, services, or organizations.
- Identify personal wellbeing.

Level 1 Wellbeing Activities

Complete the activities below to learn more about wellbeing. More detailed information, including links to articles and videos, will be available in Blackboard. The quiz for Level 1 of the wellbeing badge draws from this material.

- Read and/or watch a video about wellbeing.
- Read information about campus and community resources.
- Complete the wellbeing self-assessment.

Level 1 Wellbeing Evidence

Once you submit your evidence, you will receive verification that you completed Level 1 for this skill badge.

- Complete the online assessment about your knowledge of wellbeing and related resources.
- Complete the wellbeing self-assessment required as part of wellbeing activities.

Level 2

Level 2 Wellbeing Learning Outcome

Upon completion of Level 2 of the wellbeing badge, you will be able to:

- Participate in experiences that enhance each dimension of wellbeing.
- Demonstrate behaviors associated with wellbeing.

Level 2 Wellbeing Activities

More detailed information about the activities that qualify will be available in Blackboard.

- Participate in three activities, or propose and gain approval for three activities in which to participate. If you want to propose an activity, use the Level 2 Activity Approval Application located in the Level 2 Forms & Info section in Blackboard.

Level 2 Wellbeing Evidence

Complete the evidence portion of the badge after you participate in the three required activities for this skill.

Once you submit the evidence below, you will receive verification that you completed Level 2 for this skill badge.

- Provide evidence of participation in three unique activities.
- Write a short (no more than 200 words) description for each activity in which you participated.
- Reflect on the dimension of wellbeing you enhanced in each activity.

Level 3

Level 3 Wellbeing Learning Outcome

Upon completion of Level 3 of the wellbeing badge, you will be able to:

- Contribute to the wellbeing of others.
- Evaluate your wellbeing growth.
- Establish three or more SMART goals to continue your wellbeing growth.

Level 3 Wellbeing Activities and Evidence

Complete the activities below to further present evidence of your wellbeing skill. Once you submit the evidence below, you will receive verification that you completed the wellbeing badge.

- Create a reflective piece that demonstrates your advanced wellbeing skill level.
- Write three or more SMART goals to continue your wellbeing growth.

INTERCULTURAL COMPETENCY

Description: An interculturally competent individual is able to support and engage in creating an environment of cultural respect and inclusion.

Why this skill is important: Actively including people who are different from you is key to developing supportive and engaging organizations and communities. Seeking to understand others and making them feel welcome is valuable in your personal and professional life as it serves to broaden your own awareness of the varied experiences people have.

What to expect from this badge:

- Badge activities are divided into three levels of challenge—Level 1, Level 2, and Level 3. These skills are related to the type of activity for each area across the platform based on the learn, act, lead focus.
- Level 1 for intercultural competency involves learning about the skill. You will complete learning activities and a quiz to assess knowledge in the skill area. Upon successful completion of the quiz, you will earn Level 1 of the intercultural competency badge. The badge for each skill area gains a color as each increasing level of challenge is completed.
- Level 2 for intercultural competency requires you to act by participating in learning activities, programs, or events. Following participation in activities, you will be asked to complete a brief reflection exercise. An activity may count for multiple skills, but a separate reflection is required for each skill area.
- Level 3 for intercultural competency challenges you to demonstrate leadership in the skill. This badge requires deep reflection about your skill development, and you are expected to lead an activity related to the skill area.
- Once you complete Levels 1, 2, and 3, your badge is complete and it will be presented for display on social media or through professional communication channels.

Level 1

Level 1 Intercultural Competency Learning Outcomes

Upon completion of Level 1 of the intercultural competency badge, you will be able to:

- Identify at least three personal cultural identities.
- Define intercultural competency.
- Identify at least three available campus and community diversity and inclusion resources, clubs, groups, services, or organizations.

Level 1 Intercultural Competency Activities

Complete the activities below to learn more about intercultural competency. More detailed information, including links to articles and videos, will be available in Blackboard. The quiz for Level 1 of the intercultural competency badge draws from this material.

- Read and/or watch a video about intercultural competency, including social identities.
- Read information about campus and community resources.

Level 1 Intercultural Competency Evidence

Once you submit your evidence, you will receive verification that you completed Level 1 for this skill badge.

- Complete the online assessment about your knowledge of intercultural competency, your self-knowledge, and intercultural competency resources.

Level 2

Level 2 Intercultural Competency Learning Outcome

Upon completion of Level 2 of the intercultural competency badge, you will be able to:

- Participate in an experience that exposes you to a culturally unfamiliar situation.
- Demonstrate the ability to act in a supportive or empathetic manner (using inclusive language).

Level 2 Intercultural Competency Activities

More detailed information about the activities that qualify will be available in Blackboard.

- Participate in three activities, or propose and gain approval for three activities in which to participate. If you want to propose an activity, use the Level 2 Activity Approval Application located in the Level 2 Forms & Info section in Blackboard.

Level 2 Intercultural Competency Evidence

Complete the evidence portion of the badge after you participate in the three required activities for this skill. Once you submit the evidence below, you will receive verification that you completed Level 2 for this skill badge.

- Provide evidence of participation in three unique activities.
- Write a short (no more than 200 words) description for each activity in which you participated.
- Write a short reflection about each activity in which you participated.

Level 3

Level 3 Intercultural Competency Learning Outcome

Upon completion of Level 3 of the intercultural competency badge, you will be able to:

- Articulate an experience that challenges your cultural values.
- Evaluate your intercultural development.
- Advocate for change that leads to an inclusive environment.
- Establish three or more SMART goals to continue your intercultural growth.

Level 3 Intercultural Competency Activities

Complete the activities below to further present evidence of your intercultural competency skill. Once you submit the evidence below, you will receive verification that you completed the intercultural competency badge.

- Create a reflective piece that evaluates your intercultural competency skill development and articulates an experience that challenges your cultural values.
- Advocate for change that leads to an inclusive environment. Lead an activity, program, event, training, etc. that challenges others to foster an environment of cultural respect and inclusion.
- Write three or more SMART goals to continue your intercultural competency growth.

Level 3 Intercultural Competency Evidence

Complete the activities below to further present evidence of your intercultural competency skill. Once you submit the evidence below, you will receive verification that you completed the intercultural competency badge.

- Submit a reflection piece related to your growth in intercultural competency that also discusses an experience that challenges your cultural values.
- Provide a description and evidence of your advocacy for change and how it led to an inclusive environment.
- Submit three or more SMART goals to continue your intercultural competency growth.

SUPERVISOR'S ROLE

Expectations for Supervisors

The Ohio University Leadership Endorsement (OULE) is a key development opportunity for student employees in the Division of Student Affairs. While the program is coordinated centrally, support from student employee supervisors is essential to providing a positive experience for all student employees. All student staff will be asked to complete the first level of all eight skill areas sometime during onboarding. The timeline and requirements for onboarding and completing this program will vary by department. Supervisors are asked to ensure that all student employees complete Level 1 of all eight skills within the onboarding timeline determined by your department.

Supervisors are asked to talk with students about their goals for completing skill badges in Levels 2 and 3. These badges are not required, but provide an excellent opportunity for students to gain no cost professional development relevant to their current and future jobs. Discussing badge completion and opportunities for working on a badge are great topics for ongoing evaluation and supervision conversations. Many students are interested in developing the skills within the OULE platform and support from their supervisor can help encourage students to keep moving forward in the program.

Supervisors are not responsible for “grading” or approving any work students submit through the OULE program. Supervisors will have access to review the badges student staff have completed.