

THE FRAMEWORK



LISTENING



SPEAKING



PROBLEM SOLVING



CREATIVITY



STAYING POSITIVE

BEGINNER

- I listen to others without interrupting
- I listen to others and can remember short instructions
- I listen to others and can ask questions if I don't understand
- I listen to others and can tell someone else what it is about

- I speak clearly to someone I know
- I speak clearly to small groups of people I know
- I speak clearly to individuals and small groups I do not know
- I speak effectively by making points in a logical order

- I complete tasks by following instructions
- I complete tasks by finding someone to help if I need them
- I complete tasks by explaining problems to someone for advice if I need
- I complete tasks by finding information I need myself

- I imagine different situations
- I imagine different situations and can say what I imagine
- I imagine different situations and can bring them to life in different ways
- I generate ideas when I've been given a clear brief

- I can tell when I feel positive or negative
- I can tell when others feel positive or negative
- I keep trying when something goes wrong
- I keep trying and stay calm when something goes wrong

INTERMEDIATE

- I listen to others and can tell why they are communicating with me
- I listen to others and record important information as I do
- I show I am listening by how I use eye contact and body language
- I show I am listening by using open questions to deepen my understanding

- I speak effectively by thinking about what my listeners already know
- I speak effectively by using appropriate language
- I speak effectively by using appropriate tone, expression and gesture
- I speak engagingly by using facts and examples to support my points

- I explore problems by creating different possible solutions
- I explore problems by thinking about the pros and cons of possible solutions
- I explore complex problems by identifying when there are no simple technical solutions
- I explore complex problems by building my understanding through research

- I generate ideas to improve something
- I generate ideas by combining different concepts
- I use creativity in the context of work
- I use creativity in the context of my wider life

- I keep trying when something goes wrong, and think about what happened
- I keep trying when something goes wrong and help cheer others up
- I keep trying when something goes wrong and encourage others to keep trying too
- I look for opportunities in difficult situations

ADVANCED

- I show I am listening by summarising or rephrasing what I have heard
- I am aware of how a speaker is influencing me through their tone
- I am aware of how a speaker is influencing me through their language
- I listen critically and compare different perspectives

- I speak engagingly by using visual aids to support my points
- I speak engagingly by using tone, expression and gesture to engage listeners
- I speak adaptively by changing my language, tone and expression depending on the response of listeners
- I speak adaptively by planning for different possible responses of listeners

- I explore complex problems by analysing the causes and effects
- I create solutions for complex problems by generating a range of options
- I create solutions for complex problems by evaluating the positive and negative effects of a range of options
- I analyse complex problems by using logical reasoning

- I develop ideas by using mind mapping
- I develop ideas by asking myself questions
- I develop ideas by considering different perspectives
- I innovate effectively when working in a group

- I look for opportunities in difficult situations, and share these with others
- I look for opportunities in difficult situations, and adapt plans to use these opportunities
- I look for opportunities in difficult situations, and create new plans to use these opportunities
- I identify risks and gains in opportunities

MASTERY

- I listen critically and think about where differences in perspectives come from
- I listen critically and identify potential bias in different perspectives
- I listen critically and use questioning to evaluate different perspectives
- I listen critically and look beyond the way speakers speak or act to objectively evaluate different perspectives

- I speak adaptively by changing my content depending on the response of listeners
- I speak influentially by changing the structure of my points to best persuade the listeners
- I speak influentially by changing the examples and facts I use to best persuade the listeners
- I speak influentially by articulating a compelling vision that persuades the listeners

- I analyse complex problems by creating and testing hypotheses
- I implement strategic plans to solve complex problems
- I implement strategic plans to solve complex problems and assess their success
- I implement strategic plans to solve complex problems and draw out learning to refine those plans over time

- I innovate effectively by seeking out varied experiences and stimuli
- I support others to innovate by sharing a range of tools
- I support others to innovate by evaluating the right creative tools for different situations
- I support others to innovate by coaching them to be more creative

- I identify risks and gains in opportunities, and make plans to manage them
- I support others to stay positive, by managing my own responses
- I support others to stay positive, by helping others to see opportunities
- I support others to stay positive, by helping others to see opportunities and creating plans to achieve them

THE FRAMEWORK



AIMING HIGH



LEADERSHIP



TEAMWORK



EMOTIONAL INTELLIGENCE



COMMUNITY CONNECTEDNESS

BEGINNER

- I know when I am finding something too difficult
- I know what doing well looks like for me
- I work with care and attention to detail
- I work with pride when I am being successful

- I know how I am feeling about something
- I know how to explain my feelings about something to my team
- I know how to recognise others' feelings about something
- I manage dividing up tasks between others in a fair way

- I work with others in a positive way
- I work well with others by behaving appropriately
- I work well with others by being on time and reliable
- I work well with others by taking responsibility for completing my tasks

- I take responsibility for my own feelings, thoughts and actions
- I can describe my own feelings, thoughts and actions
- I can keep disruptive emotions & impulses in check
- I recognise how personal values affect my behaviour

- I am aware of basic Human Rights for all
- I am able to recognise the different liberties citizens have in the UK
- I can recognise different rules and laws within the UK
- I recognise there are inequalities around the world

INTERMEDIATE

- I work with a positive approach to new challenges
- I set goals for myself
- I set goals informed by an understanding of what is needed
- I set goals, ordering and prioritising tasks to achieve them

- I manage time and share resources to support completing tasks
- I manage group discussions to reach shared decisions
- I manage disagreements to reach shared solutions
- I recognise my own strengths and weaknesses as a leader

- I work well with others by supporting them if I can do so
- I work well with others by understanding and respecting diversity of others' cultures, beliefs and backgrounds
- I contribute to group decision making
- I contribute to group decision making, whilst recognising the value of others' ideas

- I am able to handle change and flexibility
- I can set achievable goals
- I am able to overcome setbacks and obstacles effectively
- I can reflect on my personal experiences and learn from them

- I am able to examine issues and situations of local, national and global significance
- I am able to understand and appreciate different perspectives and world views
- I recognise roles played by public institutions and voluntary groups in society
- I can identify ways citizens can work together to improve communities

ADVANCED

- I set goals and secure the right resources to achieve them
- I set goals and plan to involve others in the best way
- I create plans that are informed by my skill set and that of others
- I create plans that include clear targets to make progress tangible

- I recognise the strengths and weaknesses of others in my team
- I recognise the strengths and weaknesses of others in my team, and use this to allocate roles accordingly
- I support others through mentorship
- I support others through coaching

- I improve the team by not creating unhelpful conflicts
- I improve the team by resolving unhelpful conflicts
- I improve the team by building relationships beyond my immediate team
- I influence the team by reflecting on progress and suggesting improvements

- I am able to pick up on the tone of the mood within social settings and react appropriately
- I can show empathy towards others
- I am able to understand and recognise views other to that of my own
- I am able to regulate my responses appropriately during a disagreement

- I recognise the importance of the political system of democratic government in the United Kingdom
- I am aware of the influence of diverse national, regional, religious and ethnic identities in the United Kingdom and the need for mutual respect and understanding
- I show care about the world and take action to make a positive difference in other peoples' lives and to safeguard the environment
- I understand that perspectives are informed by cultural context and experiences and that others may perceive issues in different ways

MASTERY

- I create plans that are informed by external views, including constructive criticism
- I develop long-term strategies taking into account strengths, weaknesses, opportunities and threats
- I develop long-term strategies that use regular milestones to keep everything on track
- I develop long-term strategies that include feedback loops to support flexibility and adaptability

- I support others through motivating them
- I reflect on my own leadership style and its effect on others
- I reflect on my own leadership style, and build on my strengths and mitigate my weaknesses
- I reflect on my own leadership style, and adapt my approach according to the situation

- I influence the team by evaluating successes and failures and sharing lessons
- I support the team by evaluating others' strengths and weaknesses, and supporting them accordingly
- I support the team by bringing in external expertise and relationships

- I can acknowledge strengths and weaknesses within others
- I can cultivate others to ensure a shared vision
- I can manage conflict effectively
- I can mentor others to ensure their own personal development

- I am able to establish positive interactions with people of different national, ethnic, religious, social or cultural backgrounds or gender
- I actively take action to make a positive difference in other peoples' lives and to safeguard the environment
- I am able to reflect on individual, cultural or contextual differences critically, and understand the obstacles that individuals and societies may confront
- I can identify the different ways in which I can contribute to the improvement of my personal community