

## **SELF Program 7 Pillars Overview**

### **Communication Pillar:**

#### *Key actions/attributes:*

- Focused on active listening.
- Reliable and prompt, not avoidance
- Self-awareness
- Recognize breakdowns in communication and work to mend
- Know your audience
- Situational appropriateness
- Utilize and pick-up on non-verbal cues
- Use empathy

#### ***Guiding Question:***

**Would those who I communicate with say that I am an effective communicator?**

Not: I feel I am a strong communicator.

### **Interpersonal Skills Pillar:**

#### *Key actions/attributes:*

- Recognition of differences in others
- Consideration of their strengths and preferences.
- Adaption of personal style based on situational awareness
- Recognize and understand group dynamics in our organizations and communities
- Facilitate improvement of teamwork and group dynamics to achieve team success
- Understand and practice de-escalation and resolution of conflict.

#### ***Guiding Question:***

**Can I recognize and navigate the differences in those around me so as to contribute to and support the success of the group and the experiences of others in that group?**

Not: I'm nice to everyone and everyone I get along with likes me.

### **Business Pillar:**

#### *Key actions/attributes:*

- Building skills in traditional business disciplines including:
  - Accounting/Finance
  - Marketing
  - Sales
  - Operations
- Seeing experiences in engineering through the lens of business

#### ***Guiding Question:***

**In what ways have I explored business concepts and opportunities, enhanced my skills in traditional business disciplines, and increased my understanding of the intersection of business and technology?**

Not: Have I started my own business yet?

### **Management Pillar:**

#### *Key actions/attributes:*

- Did I treat this as an engineering project or a school project?
- Not only being the "lead" but USING the tools of project management.
- Sustained use of the PM tools (not just when we are doing a project review)
- Project Management Tools are not extra work while managing a project, they ARE the work of the project.

#### ***Guiding Question:***

**How have I applied the principles of engineering project management in different settings to manage time, resources, and others to successfully deliver individual and team objectives?**

Not: How have I managed to hold everything together this year and still succeed?

## SELF Program 7 Pillars Overview (cont'd)

### **Entrepreneurship Pillar:**

*Key actions/attributes:*

- Identifying opportunities and thinking of ways to pursue them
- Innovating around existing solutions
- “Challenge the Process”
- Understanding risk
- Navigating ambiguity
- Demonstrating ownership
- Understanding how to effectively and professionally pitch an idea or concept to get others engaged.

***Guiding Question:***

**In what ways have I exhibited an entrepreneurial mindset and spirit?**

Not (only): Have I started my own business yet?

### **Engineering Pillar:**

*Key actions/attributes:*

- Personal growth of knowledge and experience beyond courses
- Aligned with your passions/goals/ambitions
- Seeking opportunities to interact with engineering organizations
- Actively networking with other engineers

***Guiding Question:***

**How have I explored engineering and technical problem solving beyond my degree requirements and incorporated into my activities either inside or outside of SELF?**

Not: How were my grades in engineering courses?

### **Leadership Pillar:**

*Key actions/attributes:*

- Taking chances in lower stakes situations to try a new leadership approach or idea that you have learned about
- Actively observing and reflecting on the leadership styles of others
- Formally reflecting on specific leadership behaviors that you are demonstrating on a team or in a group
- Seeking out feedback on your leadership style from an ally or partner in your organization
- Growth from leadership moments that were not successful
- Developing strategy for improving the organization and then implementing
- Your leadership is not limited to when you have a formal role

***Guiding Question:***

**What specific aspects of my leadership toolbox have I focused on and grown?**

Not: I'm a good leader on my teams.