WAUKEE APEX PROFESSIONAL FOCUS

Embedding Iowa Core's Universal Constructs in Authentic Experiences

> **CRITICAL THINKING** is the ability to access and analyze key information to develop solutions to complex problems that may have no clear answer. It incorporates reflective and visionary processes. Critical thinking utilizes abstractions and non-rules based strategies to guide behaviors and actions.

> **COMPLEX COMMUNICATION** is based on the successful sharing of information through multiple means, including visual, digital, verbal, and nonverbal interactions. The message is purposeful, clear, and concise leading to an accurate exchange of information and ideas.

> **CREATIVITY** incorporates curiosity and innovation to generate new or original thoughts, interpretations, products, works, or techniques. Entrepreneurial thinking and related risk-taking, contributes to creative processing of ideas and information. Creativity is nurtured, advanced, and modeled through numerous approaches, including inquiry-based learning, abstract thinking, and student-focused learning.

> **COLLABORATION** is working among and across personal and global networks to achieve common goals. It requires cultural competence and personal and civic responsibilities in all environments. Collaboration also requires open and flexible approaches to leadership.

> **FLEXIBILITY & ADAPTABILITY** include responding and adjusting to situational needs and changing to meet the challenges of new roles, paradigms and environments. Intellectual agility, which fosters creativity and innovation, is an important component of flexibility and adaptability. Flexibility and adaptability include the thoughtful balance between an individual's core beliefs and appropriate reaction to change. These dispositions are nurtured through life-long learning and continuous improvement.

> **PRODUCTIVITY** is prioritizing, planning, and applying knowledge and skills to make decisions that create quality results in an ever-changing environment. Individuals and teams demonstrate initiative, self-direction, and personal responsibility to add value to the world around them. Individuals demonstrate

> **ACCOUNTABILITY** through efficient time management, appropriate resource allocation, personal integrity, and self-monitoring to meet the demands of productivity. Individuals and teams recognize the interconnectedness of their actions at all levels.

WAUKEE
APEX
ASPIRING PROFESSIONAL EXPERIENCE

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CRITICAL THINKING

> Present thoughtful questioning that challenges assumptions, promotes higher order thinking, leads to new insights, and validates perceptions

> Engage in metacognition that supports reflective practice

> Support processes that analyze, select, use, and evaluate various approaches to develop solutions

> Engage in analysis and synthesis of multiple sources and points of information

> Demonstrate intentional use of disciplinary frameworks to analyze complex issues and information

> Suspend judgment while collecting evidence to make determinations

COMPLEX COMMUNICATION

> Negotiate processes that generate mutually satisfactory solutions

> Manage and resolve conflicts

> Interact effectively with people of different cultures

> Select and integrate various communication processes

> Integrate appropriate forms of information communication technology

> Understand the interactions among modes of communication

> Evidence meaningful and engaging interactions

> Demonstrate focus, energy and passion around the key message

> Navigate through nuances of effective communication

> Demonstrate the ability to communicate an idea verbally

> Enhance confidence in communicating with and to others in various formats

> Listen actively and between the lines in order to understand and articulate client needs

> Demonstrate technical writing through emails, prints, reports, and other communications

> Understand and respond to the context of a conversation

CREATIVITY

> Engage in a disciplined process that includes skill, knowledge, imagination, inspiration and evaluation

> Capture or collect new ideas for current or future use

> Combine seemingly unrelated ideas into something new

> Respect exchange of ideas

> Engage in formal and informal learning experiences

> Demonstrate divergent thinking

COLLABORATION

> Demonstrate non-hierarchal, leadership based on individual skill sets

> Respect complex process that requires individuals to contribute and participate in meaningful interactions

> Demonstrate the belief that group synergy enhances productivity

> Understand and apply effective group processes to solve problems

> Demonstrate productive group interactions, that may include respectful disagreement

FLEXIBILITY AND ADAPTABILITY

> Engage in innovation and creativity

> Demonstrate strategic agility

> Expect and accept emotions inherent with change while supporting those involved

> Embrace change

> Respect unique qualities of others and self

> Demonstrate purposeful and thoughtful response to disruption/change

> Acknowledge dissonance

> Reflect on positive and negative outcomes of risk-taking

> Evidence proactive and reactive approaches to change

> Demonstrate an open-minded approach to problem solving

> Accept and embrace feedback for improvement

PRODUCTIVITY AND ACCOUNTABILITY

> Demonstrate the ability to acquire new learning on one's own

> Apply appropriate processes and tools to facilitate task completion

> Demonstrate self-sufficiency as required in a complex environment

> Identify available opportunities

> Demonstrate motivation and commitment to achieve by embracing a growth mindset and failure

> Assume leadership roles

> Build on prior learning and experience to apply knowledge and skills in a variety of contexts

> Demonstrate self-confidence and self-respect

> Set goals with actionable steps, reflect on outcomes, determine next steps and/or new goals