



Competencies of the National Council

The expectation to serve as a member of the National Council is one must possess the competency of self-awareness. Through the competency of self-awareness, an effective Council member is mindful of her areas of strengths and areas for further development. She understands how her strengths and areas for development may impact the dynamics of the National Council and one-on-one interactions with members of the National Council as well as external to the Council. She actively engages in personal development and is aware of habits or preferences which may pose a challenge in her interactions with members of the National Council. She acknowledges that self-awareness is the foundation for all competencies as defined below.

Inclusive

Definition:

- Values and actively promotes diversity, equity, access, inclusion, and belonging in all aspects of Alpha Sigma Tau

Demonstrated by:

- Has an anti-racist mindset: does not tolerate racism in any form
- Prioritizes diversity, equity, access, and inclusion in their work
- Acknowledges that all humans have an unconscious bias and actively works to reduce personal and group bias
- Strives to create a culture of belonging
- Seeks out underrepresented perspectives when gathering input
- Engages in learning opportunities to broaden perspectives

Accountability

Definition:

- Performs at a high level and expects the same of others
- Understands the impact of decisions and takes responsibility for how decisions made by the National Council affect the future of Alpha Sigma Tau

Demonstrated by:

- Prioritizes commitments to the Sorority and expends sufficient effort to fulfill those commitments
- Exhibits cohesive behavior with National Council





Lifelong Learning

Definition:

- Assesses and recognizes personal strengths and weakness, and pursues opportunities for self-development
- Promotes a culture of inquiry that leads to continuous self-improvement, learning, and progress of the Sorority

Demonstrated by:

- Engages in ongoing leadership and professional development
- Researches and understands trends that impact Alpha Sigma Tau
- Reads a variety of mediums, such as articles and journals, to stay current on norms in higher education

Anticipation

Definition:

- Engages in forward thinking to co-create a shared vision for the Sorority
- Forecasts challenges internally and maintains an awareness of external factors and their impact on Alpha Sigma Tau

Demonstrated by:

- Utilizes trusted resources to answer questions and communicates findings
- Engages proactively in continuous assessment of current and future areas of concern and growth for Alpha Sigma Tau

Problem Solving

Definition:

- Identifies and analyzes problems while considering the relevance and accuracy of information
- Recognizes patterns within information and exhibits the ability to generate and evaluate alternative solutions

Demonstrated by:

- Creates an ongoing list of relevant questions for discussion and analysis
- Evaluates information, processes, and procedures
- Uses available information to generate ideas and solutions to problems
- Projects potential outcomes and assesses opportunities and risks





Decisiveness

Definition:

- Makes well-informed, effective, and timely decisions, even when data are limited, or solutions may produce unpleasant consequences
- Perceives the impact and implications of decisions and maintains a unified approach
- Translates vision into action

Demonstrated by:

- Prioritizes the strategic mission of Alpha Sigma Tau
- Reflects on the ideals of Alpha Sigma Tau when making decisions
- Understands the significance of National Council decisions for current and future members and continuously supports and works toward the agreed upon goal

Engagement

Definition:

- Communicates proactively the strategic direction of Alpha Sigma Tau to the membership in a way that promotes transparency, builds trust, and creates consensus among members
- Addresses opposing concerns and views effectively and respectfully

Demonstrated by:

- Participates in organization events and activities
- Provides transparent and consistent information about Alpha Sigma Tau to all members
- Demonstrates a willingness to listen to all perspectives and new ideas from members of Alpha Sigma Tau

Relationship Management

Definition:

- Exhibits a high capacity to cultivate and maintain effective relationships internally and externally of Alpha Sigma Tau
- Inspires and influences others in a positive manner
- Remains mindful of personal emotions and manages conflict in a healthy manner

Demonstrated by:

- Understands the value of relationships to advance the mission and vision of Alpha Sigma Tau
- Recognizes that partnerships are essential to forwarding the missions of all fraternal organizations





Challenge

Definition:

- Questions the status quo and personal assumptions
- Possess a disdain for mediocrity
- Serves as a catalyst for organizational change

Demonstrated by:

- Welcomes changes, challenges, and ambiguities
- Strives for excellence in all contexts of organizational leadership
- Holds the values and standards of Alpha Sigma Tau above personal gains

Innovate

Definition:

- Infuses new insights into situations and discussions
- Seeks out new resources

Demonstrated by:

- Encourages new ideas and innovations
- Uses new and known resources to generate new ideas to achieve the strategic goals of Alpha Sigma Tau

Intrapersonal Skills

Definition:

- Treats others with graciousness and respect
- Exhibits active listening and effective oral and written communication skills

Demonstrated by:

- Provides encouragement to members of Alpha Sigma Tau
- Listens with intention to understand or act
- Communicates in a precise and thoughtful manner

