



Durable Skills List

Creative Problem-Solving and Innovation	The ability to analyze situations, think logically, and develop innovative solutions by generating new ideas and approaches to solve problems or improve processes. This includes both divergent thinking (generating many possible solutions) and convergent thinking (narrowing down to the most effective solution).
Communication Skills	Clear and effective verbal, written, and digital communication tailored to diverse audiences. This also includes intercultural communication, which is essential for interacting with people from diverse cultural backgrounds.
Adaptability and Flexibility	Thriving in changing environments and learning new skills quickly. This also encompasses the ability to handle ambiguity and uncertainty, which are common in many modern work environments.
Leadership and Initiative	Taking charge, inspiring others, and demonstrating accountability. This includes both formal and informal leadership, as well as the ability to lead from any position within an organization.
Time Management and Organization	Prioritizing tasks, meeting deadlines, and maintaining productivity. This also emphasizes the importance of work-life balance and stress management as part of maintaining productivity.
Digital Literacy	Proficiency in using technology and understanding its applications in the workplace. This also includes the ability to critically evaluate digital information and understand cybersecurity basics.
Collaborative and Culturally Competent Teamwork	Working effectively with others by valuing diverse perspectives, respecting individuals from diverse backgrounds, and contributing to group success. This also highlights the importance of conflict resolution skills and the ability to build and maintain professional relationships.
Resilient Emotional Intelligence	The ability to persevere through challenges and maintain focus on long-term goals while understanding and managing one's emotions and empathizing with others. This also includes the ability to give and receive constructive feedback.
Ethical Judgment and Integrity	Making decisions based on strong moral principles and professional ethics. This also includes understanding social responsibility and the broader impact of one's actions on society and the environment.
Lifelong Learning Agility	The ability to continuously seek out and engage in learning opportunities, adapt to new information, and apply knowledge across various contexts in both personal and professional settings. This includes self-directed learning, critical thinking, and embracing change and growth.



Citations:

AMERICAN ASSOCIATION OF COLLEGES AND UNIVERSITIES (AAC&U):

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AAC&U, Morning Consult, 2023, www.aacu.org/research/the-career-ready-graduate-what-employers-say-about-the-difference-college-makes.

UTAH SYSTEM OF HIGHER EDUCATION (USHE) WORK REPORT:

Cicero Group. Utah Workforce Alignment Study, Talent Ready Utah and Utah System of Higher Education (USHE), 3 Dec. 2024, [ushe.edu/wp-](https://ushe.edu/wp-content/uploads/pdf/reports/2024/2024_USHE_State_Workforce_Alignment_Study_Report.pdf)

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UVU JOBS CEO COUNCIL: LEADERSHIP TRAITS STUDY

UVU Jobs CEO Council. "Leadership Traits Study." Utah Valley University, 30 Aug. 2023.