NACA
NATIONAL ASSOCIATION FOR CAMPUS ACTIVITIES

Benchmarking Report
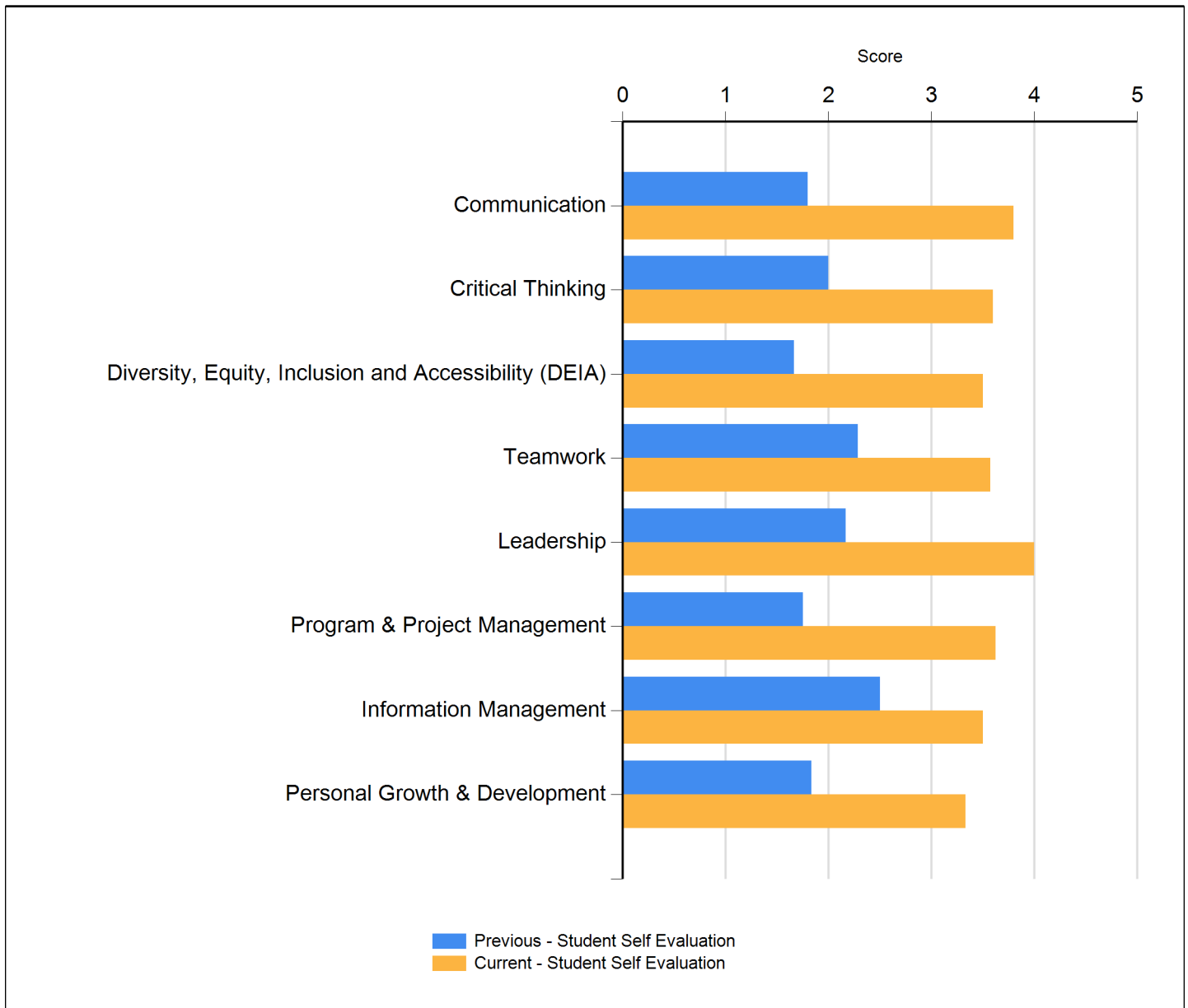# NACA Employability Skills Assessment (Fall 2021)
Student Self Evaluation

Advisor: Fake School-Member

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Survey Complete on: 10/2/2020 7:26:00 AM

School: Pretend University - Columbia, SC

Skill	Level	Average Score	Comparative Benchmark	Difference
Communication	Advanced	3.8	2.8	1.0

Teach communication skills to others. Seek out positions that refine your skills. If you participate in student media, consider seeking out an editor position that will let you coach others to improve. If you participate in other student groups that have elements of writing or editing in them, find ways to improve that writing. For example, Student Government often writes legislation; make a guide of common mistakes in bills and resolutions.

Skill	Level	Average Score	Comparative Benchmark	Difference
Critical Thinking	Advanced	3.6	3.1	0.5

Seek opportunities to put your skills to practice, perhaps by running for leadership positions in student organizations and initiatives in which you are already involved. These positions often have to overcome obstacles to goals of the group, which develops the skills of making decisions and solving problems.

Skill	Level	Average Score	Comparative Benchmark	Difference
Diversity, Equity, Inclusion and Accessibility (DEIA)	Advanced	3.5	2.1	1.4

Create a values statement for your organization and identify the applications of the stated values. In decision-making, strive for transparency. Gather feedback from many people with different identities and incorporate multiple perspectives. Learn about microaggressions: what they are, the harm they cause, and what you can do about it. Amplify the voices of people with disadvantaged identities. Be an ally by listening, echoing, and advocating.

[Why Are All the Black Kids Sitting Together in Cafeteria, by Beverly Daniel Tatum](#)

[Killing Me Softly](#)

[How microaggressions are like mosquito bites • Same Difference](#)

Skill	Level	Average Score	Comparative Benchmark	Difference
Teamwork	Advanced	3.6	3.0	0.5

Practice managing conflict. Teams are comprised of people who bring various identities, values, beliefs, and experiences. This can lend itself to conflict. How do you handle conflict? What strategies do you take to prevent, mitigate, and respond to conflict?

[Tips for Managing Conflict](#)

[How to Have Difficult conversations](#)

Skill	Level	Average Score	Comparative Benchmark	Difference
Leadership	Advanced	4.0	3.0	1.0

Seek opportunities to lead initiatives that involve other leaders on campus, becoming a leader among leaders. Suggest collaborative initiatives; pull together stakeholders to develop solutions to pressing campus issues and problems.

[8 Steps Toward Successful Collaboration](#)

[How Great Leaders Inspire Action](#)

[Sharing the Value of Co-Sponsorship with your Student Leaders](#)

Skill	Level	Average Score	Comparative Benchmark	Difference
Program & Project Management	Advanced	3.6	3.0	0.7

Evaluate established goals and assess how you are doing in making progress on goals, or if your program or project met the goals. What do you need to recalibrate for next time?

[Program Assessment Tools for the Everyday Programmer](#)

Information Management	Advanced	3.5	3.2	0.3

Explore new technologies that streamline processes and alleviate administrative work. Assess the value to your organization and determine the effectivness of the products.

Personal Growth & Development	Competent	3.3	3.0	0.4

Clarify your values. A key part of personal growth is understanding yourself. Take an assessment like the Life Values Inventory or the VIA Character Strengths to start the process. Find a list of values online and start by choosing 10 that resonate with you and are important to you. Challenge yourself to narrow down your core values to a set of no more than 5. Learn more about unconscious bias. Examine your own implicit biases with the Harvard Implicit Bias Test and reflect on how it impacts your decisions. Understanding the contexts in which you make decisions will help you to make decisions in the future.
In your involvement, focus on depth over breadth. Students who get deeply involved in just a few organizations experience greater skill development that those who are only partially involved in many organizations. Figure out which organizations matter to you and focus on them.

viacharacter.org

Implicit Association Test

lifevaluesinventory.org

Previous Evaluations					
Evaluation	**Skill**	**Previous Level**	**Current Level**	**Previous Score**	**Current Score**
Student Self Evaluation Previous Evaluation: 8/23/2021 Most Recent Evaluation: 8/23/2021	Communication	Developing	Advanced	1.8	3.8
	Critical Thinking	Developing	Advanced	2.0	3.6
	Diversity, Equity, Inclusion and Accessibility (DEIA)	Developing	Advanced	1.7	3.5
	Teamwork	Developing	Advanced	2.3	3.6
	Leadership	Developing	Advanced	2.2	4.0
	Program & Project Management	Developing	Advanced	1.8	3.6
	Information Management	Competent	Advanced	2.5	3.5
	Personal Growth & Development	Developing	Competent	1.8	3.3

Legend:
- Previous - Student Self Evaluation
- Current - Student Self Evaluation

Test Details

Skill	Description	Score / Response
Communication	Evaluate the ability to understand which method(s) of communication to use for different situations.	4 - Advanced
	Evaluate the ability to modify a message when communicating with different audiences.	3 - Competent
	Evaluate the ability to effectively present information in a variety of formats.	4 - Advanced
	Evaluate the ability to understand how cultural differences impact communication.	3 - Competent
	Evaluate the ability to actively listen and engage in communications with others.	5 - Expert
	Please provide an example of when this skill was put into practice.	test
Critical Thinking	Evaluate the ability to make decisions and solve problems using sound reasoning and judgement.	4 - Advanced
	Evaluate the ability to combine information from a variety of sources before making decisions or forming opinions.	3 - Competent
	Evaluate the ability to accurately analyze information to determine credibility and sort fact from opinion.	4 - Advanced
	Evaluate the ability to interpret information.	3 - Competent
	Evaluate the ability to present decisions and solutions to others.	4 - Advanced
	Please provide an example of when this skill was put into practice.	test
Diversity, Equity, Inclusion and Accessibility (DEIA)	Evaluate the ability to advocate for inclusive, equitable, and accessible practices.	4 - Advanced
	Evaluate the ability to understand and address systems of privilege.	3 - Competent
	Evaluate the ability to know how cultural differences manifest in various contexts.	3 - Competent
	Evaluate the ability to be aware of the impact of global events and issues.	4 - Advanced
	Evaluate the ability to address behaviors that explicitly or subtly create perceptions that certain groups are not welcome.	3 - Competent
	Evaluate the ability to understand that individuals have multiple and intersecting identities, lived experiences, and perspectives and are not solely defined by any one of these.	4 - Advanced
	Please provide an example of when this skill was put into practice.	test
Teamwork	Evaluate the ability to work collaboratively with people who may share similar or different identities, experiences, and beliefs.	4 - Advanced
	Evaluate the ability to successfully navigate conflict within a group.	3 - Competent
	Evaluate the ability to hold both self and team members accountable.	4 - Advanced
	Evaluate the ability to foster appropriate relationships with team members.	4 - Advanced

Teamwork	Evaluate the ability to accept constructive criticism from team members.	3 - Competent
	Evaluate the ability to provide constructive criticism to team members.	3 - Competent
	Evaluate the ability to work with team members to find and reach compromises.	4 - Advanced
	Please provide an example of when this skill was put into practice.	test
Leadership	Evaluate the ability to know the specific skill sets of team members and delegate tasks in accordance with strengths and areas of improvement.	4 - Advanced
	Evaluate the ability to actively engage and motivate others to work towards a shared vision/goal.	5 - Expert
	Evaluate the ability to act in an ethical manner regardless of whether or not anyone else will know.	4 - Advanced
	Evaluate the ability to build support for ideas.	4 - Advanced
	Evaluate the ability to make an impact through actions.	4 - Advanced
	Evaluate the ability to influence change/action.	3 - Competent
	Please provide an example of when this skill was put into practice.	test
Program & Project Management	Evaluate the ability to plan, organize, and prioritize work.	5 - Expert
	Evaluate the ability to identify program/project goals, objectives, and/or outcomes.	4 - Advanced
	Evaluate the ability to accurately determine whether a program/project met the intended goals, objectives, and/or outcomes.	3 - Competent
	Evaluate the ability to understand the full scope of a program/project and outline the tasks necessary for completion.	4 - Advanced
	Evaluate the ability to identify program/project stakeholders.	4 - Advanced
	Evaluate the ability to proactively identify areas of potential risk.	3 - Competent
	Evaluate the ability to troubleshoot unexpected scenarios.	3 - Competent
	Evaluate the ability to integrate principles of diversity, equity, inclusion and accessibility into programs/projects.	3 - Competent
	Please provide an example of when this skill was put into practice.	test
Information Management	Evaluate the ability to quickly learn/adapt to new technologies.	5 - Expert
	Evaluate the ability to collect information and data appropriately.	3 - Competent
	Evaluate the ability to store information and data appropriately.	3 - Competent
	Evaluate the ability to share information and data appropriately.	3 - Competent
	Please provide an example of when this skill was put into practice.	test

Personal Growth & Development	Evaluate the ability to contribute to inclusive and equitable practices.	3 - Competent
	Evaluate the ability to be aware of personal identities, experiences, beliefs, values, and biases and how they might impact decisions and actions.	4 - Advanced
	Evaluate the ability to understand different professional and social contexts, and practice appropriate behavior, attire, and other manners according to the environment.	4 - Advanced
	Evaluate the ability to balance work/school/life responsibilities.	3 - Competent
	Evaluate the ability to articulate employability skills gained from participation in campus activities beyond the classroom.	3 - Competent
	Evaluate the ability to self-advocate.	3 - Competent
	Please provide an example of when this skill was put into practice.	test