

Graduate Profile

After extensive research, the QA Commons identified eight skills comprising a hire-worthy graduate profile. These **Essential Employability Qualities (EEQs)** are not industry/discipline-specific, but applicable to most work-based, professional environments. The EEQs represent the knowledge, skills, abilities, and experiences graduates need for their first job and a foundation for a lifetime of employed engagement.

✓ Communicators

- Graduates express ideas and information accurately, coherently, and appropriately in a variety of modes appropriate to work-based settings, including in writing, orally, interpersonally, via social media, and in presentations.
- Graduates participate in discussions by listening actively and responding constructively, confidently, and professionally.
- Graduates create presentations and other documents that are specific to the needs of the target audience.
- Graduates demonstrate competence in engaging with others from cultural backgrounds and worldviews different from their own.
- Graduates understand and respect the need for confidentiality when circumstances warrant.

✓ Thinkers & Problem Solvers

- Graduates apply critical and creative thinking skills to identify and address complex work-related problems.
- Graduates can evaluate and validate information from multiple sources, identify available solutions, and make decisions that account for multiple stakeholder needs.
- Graduates accurately apply quantitative and qualitative data analysis skills and can synthesize information from multiple sources to solve problems in the workplace
- Graduates are system thinkers and demonstrate an ability to understand and integrate concepts and perspectives across multiple disciplines, cultures, and worldviews.

✓ Inquirers

- Graduates investigate problems by reviewing, evaluating, verifying, citing, and applying information from multiple sources, including research, locally-based data, and stakeholder perspectives, to gain insight into possible solutions to work-based problems or strategies for task performance.
- Graduates understand their work environments and use this knowledge to generate new ideas through independent or collaborative inquiry.
- Graduates understand how to ask questions of multiple stakeholders to further inquiry that can lead to solving work-based problems.

✓ Collaborators & Effective Team Members

- Graduates can engage with teams and work effectively in collaboration with others in face-to-face and virtual settings.
- Graduates seek a range of points of view, are willing to modify their perspectives, help resolve conflicts where appropriate, and support a collaborative team decision once it has been made.
- Graduates work effectively with colleagues from diverse backgrounds and cultures in individual and group contexts.
- Graduates exhibit cross-cultural competence in working with others.
- Graduates lead work-based groups and/or follow direction from others as appropriate to the situation.

Graduate Profile cont'd

✓ **Adaptable**

- Graduates approach new or unfamiliar work-based situations and uncertainty with agility and openness.
- Graduates explore, learn, and apply new roles, ideas, perspectives, approaches, tools, technologies, and strategies to support their effective work-place contributions.
- Graduates understand the implications of an increasingly globally interconnected world and can work effectively across a variety of environments, cultures, and perspectives.

✓ **Principled & Ethical**

- Graduates make reasoned and ethical decisions about work-based situations or problems.
- Graduates act equitably and with integrity and honesty, with a strong sense of fairness and respect for individuals, groups, and diverse communities.

✓ **Responsible & Professional**

- Graduates establish priorities and manage their time to meet the obligations of work-related assignments with a minimum of external supervision or direction.
- Graduates carry out their responsibilities consistently, persistently, reliably, and maintain appropriate confidentiality.
- Graduates take responsibility for their own actions and the consequences that accompany them.

✓ **Learners**

- Graduates adopt new tools, technologies, and strategies to work more effectively, analyze work-based situations, and make decisions in the workplace.
- Graduates seek opportunities to continually develop themselves professionally, interculturally, and personally (including physical and mental health).
- Graduates seek opportunities to become familiar with different cultures and new ways of approaching work based challenges.
- Graduates understand and critically evaluate their strengths and areas for improvement in order to support their learning and professional development.
- Graduates seek out and engage in formal and informal professional learning opportunities on a continuing basis and actively apply learning from these opportunities to work-related assignments.
- Graduates can use constructive feedback from supervisors to further their own professional development.

