FUTURE SKILLS	EUDRES SELF-EVALUATION		Relying on support from others With support from others, some autonomy and together with my peers Discover and explore	Building independance On my own and together with my peers, taking and sharing some responsibilities Experiment and dare	Taking responsability Taking responsability for making decisions and working with others, sometimes with some guidance. Improve and reinforce	Driving transformation, innovation and growth Taking responsability for contributing to complex developments in a specific field Expand and transform
Future skill	Hint	Descriptor	Level1	Level2	Level3	Level4
Design thinking	Use method of design thinking	I am able to apply design thinking methods in order to use concrete methods to carry-out creative development process.	I can describe the method and know the different spaces in design thinking.	I participate in design thinking process actively.	I can look critically on the process of design thinking within my group and can suggest improvement.	I take responsibility for the design thinking process. I am active and facilitate the process in the way that the group has an innovative perspective and is thinking out of the box.
Innovation	Develop creative and purposeful ideas	I can develop several ideas and opportunities to create value, including better solutions to existing and new challenges. I can explore and experiment with innovative approaches. I can combine knowledge and resources to achieve valuable effects.	I can show that I am curious about new things. I can explore new ways to make use of existing resources.	I can experiment with my skills and competences in situations that are new to me. I can actively search for new solutions that meet my needs	I can actively search for and analyze new solutions that improve the value creating process.	I can combine my understanding of different contexts to transfer knowledge, ideas and solutions across different areas.
			Alone and as a part of a team, I can develop ideas that create value for others	I can experiment with different techniques to generate alternative solutions to problems, using available resources in an effective way	I can describe different techniques to test innovative ideas.	I can tailor a variety of ways of involving stakeholders to suit the needs of my value-creating activity
Communication	Inspire, engage and get others on board	I am able to adapt the improve and adapt the discourse, dialog and strategic communication aspects. I can inspire, persuade and communicate effectively. I can use media effectively .	I can communicate my own and my team's ideas to others persuasively by using different methods (for example posters, videos, role-play, …).	I can communicate imaginative design solutions to stakeholders from different backgrounds effectively.	I can communicate the vision for my (or my team's) venture in a way that inspires and persuades external groups, such as partner organizations, volunteers, new member and affiliate supporters.	I can take part in constructive discussions with the community that my idea is targeted at.

Cooperation	Team up and work together	I can develop their ability and disposition to cooperate and collaborate in intercultural teams and interactions within or between organizations.	I am open to working alone as well as with other, playing different roles and taking some responsibilities. I can show respect from others, their background and situations	I can work with a range of individuals and teams and contribute to group decision-making constructively. I am open to the worth that others can bring to value-creating activities	I can build a team based on the individual knowledge, skills and attitudes of each member. I can value diversity as a possible source of ideas and opportunities.	I can give people the help and support they need to perform at their best within a team. I can support diversity within my team or my organization.
Selfdetermination	Staf focused and don't give up	I am able to overcome external difficulties and deliver the results.	I am determined and persevere when trying to achieve my (or my team's) goals.	I can overcome simple adverse circumstances	I can persevere in the face of adversities when trying to achieve my goals	I can cope with unexpected change, setbacks and failures.
Future and design	Change yourself and your environment	I can develop and prove the ability to continuously improve readiness for development, ability to challenge oneself and to make a change around them.	I recognice possibilities for changes in the region.	I can compare the different possibilities within my team.	I can apply the decision of the best possibilities in my team.	I can create changes.
Self-Efficacy, self-competence, initiative, and performance	Believe in yourself and go for it.	I am able to master the tasks at hand relying on one's own abilities and taking over responsibility for one's decisions.	I believe in my ability to achieve what I intend to. I can carry out tasks I am given responsibly.	I can judge the control I have over my achievements (compared with any control from outside influences). I am comfortable in taking responsibility in shared activities.	I believe in my ability to carry out what I have imagined and planned, despite obstacles, limited re-sources and resistance form others. I can take individual and group responsibility to carry out simple tasks in value creating activities	I believe in my ability to understand and take the good out of experiences that other may label as failures. I can encourage others to take responsibility in value-creating activities.
	Believe in yourself and keep developing	I can reflect on my needs, aspirations and wants in the short, medium and long term. I can identify and assess my individual and group strengths and weaknesses.	I can describe my needs, wants, interests and goals	I can reflect on my individual and group needs, wants, interests and aspirations in relation to opportunities and future prospects	I can translate my needs, wants, interests and aspirations into goals that help me reach them.	I can help others reflect on their needs, wants, interests and aspirations and how they can turn these into goals.

Reflective	Reflect and learn from both success and failure (your own and other people's)	I can reflect over my past decisions and the quantify/measure the results of my actions.	I can provide examples of failures that have led to valuable achievements	I can reflect on failures (mine and other people's), identify their causes and learn from them	I can reflect on my (or my team's) achievements and temporary failures as things develop so as to learn and improve my ability to create value	I can help others reflect on their achievements and temporary failures by providing honest and constructive feedback.
Ambiguity	Making decisions dealing with uncertainty, ambiguity and risks	I can identify ambiguity in requirements and processes and can address it.	I am not afraid of making mistakes while trying new things. I explore my own ways to achieve things	I can actively look for, compare and contrast different sources of information that helps me reduce ambiguity, uncertainty, and risks in making decisions.	I can find ways of making decisions when the information is incomplete.	I can pull together different viewpoints to take informed decisions when the degree of uncertainty is high.
Ethical	Assess the consequences and impact of ideas, opportunities and actions	I can identify ethical relevant actions and consequences and can provide relevant perspective premises.	I can describe in my own words the importance of integrity and ethical value..	I am driven by honesty and integrity when taking decisions	I can take responsibility for promoting ethical behavior in my area of influence (for example, by promoting gender balance, highlighting inequalities and any lack of integrity)	I make it my priority to make sure that ethical behavior is respected and promoted in my area of influence