

## Examples of potential goals for competency domains

Use these examples of potential goals for adolescents' development and use of competency domains to support consultations and participatory planning as you collaborate with parents, community members, programme staff and especially adolescents to set goals for the competencies that your programme will address.

Domain	General overview of potential goals
<b>Communication and expression</b>	<ul style="list-style-type: none"> <li>▶ Listening; observing communication styles &amp; patterns</li> <li>▶ Usage of creative, artistic &amp; cultural methods of expression</li> <li>▶ Assertiveness; using speech to calm others or de-escalate conflict</li> <li>▶ Using communication &amp; expression to transform conflict and build peace</li> </ul>
<b>Identity and self-esteem</b>	<ul style="list-style-type: none"> <li>▶ Healthy exploration of self &amp; identity; caring for self &amp; others</li> <li>▶ Understanding self &amp; others; influences to identity</li> <li>▶ Developing self esteem &amp; confidence; anti-bullying</li> <li>▶ Expressing gratitude &amp; appreciation; simplicity</li> </ul>
<b>Leadership and influence</b>	<ul style="list-style-type: none"> <li>▶ Understanding leadership styles</li> <li>▶ Strategies for influencing others in a positive way</li> <li>▶ Trust building; taking initiative</li> <li>▶ Being a positive influence on family, friends &amp; community</li> </ul>
<b>Problem solving and managing conflict</b>	<ul style="list-style-type: none"> <li>▶ Information gathering &amp; conflict analysis</li> <li>▶ Reframing and finding 'win-win' solutions</li> <li>▶ Negotiation &amp; mediation; containing &amp; de-escalating conflict</li> <li>▶ Dialogue facilitation &amp; consensus building</li> </ul>
<b>Coping with Stress &amp; Managing Emotions</b>	<ul style="list-style-type: none"> <li>▶ Understanding emotions of self &amp; others</li> <li>▶ Managing negative emotions in self &amp; others</li> <li>▶ Ability to calm self &amp; others; healing from trauma or distress</li> <li>▶ Forgiveness &amp; reconciliation; repairing damaged relationships</li> </ul>
<b>Cooperation &amp; Teamwork</b>	<ul style="list-style-type: none"> <li>▶ Awareness of marginalised &amp; excluded groups; social responsibility</li> <li>▶ Inclusion of others; cooperative problem solving</li> <li>▶ Community building, community organizing &amp; coalition building</li> <li>▶ Usage of participatory methods &amp; group facilitation</li> </ul>

Domain	General overview of potential goals
<b>Empathy &amp; Respect</b>	<ul style="list-style-type: none"> <li>▶ Mutual understanding; appreciation of ideas, opinions, challenges &amp; struggles of others</li> <li>▶ Recognising &amp; respecting the feelings &amp; needs of others</li> <li>▶ Consoling, counseling &amp; comforting others</li> <li>▶ Giving one's time in service to others; caring for others</li> </ul>
<b>Hope for the Future &amp; Goal Setting</b>	<ul style="list-style-type: none"> <li>▶ Planning, organization &amp; time management</li> <li>▶ Envisioning alternatives; imagining a better future</li> <li>▶ Developing an action plan</li> <li>▶ Setting goals &amp; task achievement</li> </ul>
<b>Critical Thinking &amp; Decision Making</b>	<ul style="list-style-type: none"> <li>▶ Critical analysis of stereotypes, prejudice, discrimination, racism, sexism, ageism &amp; ethnocentrism</li> <li>▶ Awareness of bias; awareness of factors that influence perceptions</li> <li>▶ Doubting, questioning, inquiring, analysing, testing &amp; concluding</li> <li>▶ Analysis of multiple sources of information; making decisions</li> </ul>
<b>Creativity &amp; Innovation</b>	<ul style="list-style-type: none"> <li>▶ Patience &amp; intuition</li> <li>▶ Healthy risk taking, experimenting, taking chances</li> <li>▶ Brainstorming &amp; idea generation</li> <li>▶ Imagining preferred futures</li> </ul>