

Ethical competence	Reflective competence	Network competence	Innovative competence	Globalisation competence
<b>1 THE PERSONAL COMPETENCE LEVEL</b> Students are able to				
<ul style="list-style-type: none"> <li>- reflect on their own values and the consequences of their actions on other people's well-being</li> <li>- work with a basis in the profession's values, following ethical principles</li> <li>- apply the field's ethical norms to problem-solving</li> <li>- examine situations from different parties' perspectives</li> <li>- work in a tolerant and understanding way in multicultural networks</li> <li>- apply ethical principles to R&amp;D projects</li> </ul>	<ul style="list-style-type: none"> <li>- evaluate their own learning and competence and formulate a personal development plan</li> <li>- identify development challenges and understand problems</li> <li>- develop their competence independently and with others, and share what they have learnt in a work community</li> <li>- assume a role in a group/team</li> <li>- acquire and analyse information systematically</li> </ul>	<ul style="list-style-type: none"> <li>- present things in writing, verbally and visually using various communication styles</li> <li>- act in situations requiring professional communication and interaction</li> <li>- identify various team work models and work in teams</li> <li>- participate collaboratively and actively in a network</li> <li>- take into account cultural differences and work with people with different cultural backgrounds</li> </ul>	<ul style="list-style-type: none"> <li>- analyse their own thought processes, knowledge and actions</li> <li>- plan, organise and develop their own work</li> <li>- set targets and turn them into appropriate, concrete actions</li> <li>- come up with new ideas, working creatively, expressing their thoughts and convincing others to participate in developing them</li> <li>- use various ideation methods</li> <li>- manage themselves, work during change and in diverse projects</li> <li>- conduct intermediate and final evaluations of a project</li> </ul>	<ul style="list-style-type: none"> <li>- make use of international sources of information in the field</li> <li>- take into account the effects and opportunities of multiculturalism and internationalisation on their fields</li> <li>- recognise the significance of their professional actions in relation to global interactions and sustainable development</li> <li>- evaluate their own value bases from the point of view of sustainable development and globalisation, and apply them to their work</li> </ul>
<b>2 THE ORGANISATIONAL DEVELOPMENT LEVEL</b> Students are able to				
<ul style="list-style-type: none"> <li>- take into account the special characteristics, needs and rights of major customer groups in their work</li> <li>- build customer-oriented interactions and work dialogically</li> <li>- assume responsibility for the welfare of the community and the ethics of the work done</li> <li>- examine ethical issues from the point of view of the organisation and the community</li> <li>- develop fair methods of proceeding in their work</li> </ul>	<ul style="list-style-type: none"> <li>- work dialogically, collaboratively and with self-evaluation</li> <li>- evaluate their self-management and professional competence as part of a community</li> <li>- evaluate their own work as part of a group, community or professional field</li> <li>- work during change, identifying and making use of various opportunities for learning and action</li> <li>- critically justify the principles of their work</li> <li>- apply the concepts of development challenges appropriately</li> </ul>	<ul style="list-style-type: none"> <li>- participate in and manage negotiations</li> <li>- participate in group communications</li> <li>- communicate on topics related to their specialist fields to a lay audience</li> <li>- develop the networked operations of a professional organisation</li> <li>- take initiatives in developing a network</li> </ul>	<ul style="list-style-type: none"> <li>- monitor and analyse an organisation's work processes and results</li> <li>- use benchmarking in developing their work</li> <li>- use diverse teamwork methods</li> <li>- lead projects, processes and networks or participate in leading them in ways that inspire commitment in others</li> <li>- link innovation to an organisation's strategic targets</li> <li>- take into account the nature and demands of innovation work</li> </ul>	<ul style="list-style-type: none"> <li>- take into account the effects of their own sector and its organisations on sustainable development, responsibility and international connections</li> <li>- promote the values of environmental and social responsibility in organisations in the sector, taking into account global interactions</li> <li>- apply responsibility for sustainable development to an organisation in the sector</li> <li>- work in international networks</li> </ul>
<b>3 THE SOCIAL REFORM LEVEL</b> Students are able to				
<ul style="list-style-type: none"> <li>- critically reflect on their own attitudes and prejudices</li> <li>- actively participate in social debates on values</li> <li>- assume responsibility at social and global levels</li> <li>- make arguments in favour of fair social and global changes</li> <li>- solve conflicts and influence issues</li> </ul>	<ul style="list-style-type: none"> <li>- analyse their own actions in relation to social and historical backgrounds</li> <li>- evaluate and develop the functionality of regional operating methods and models</li> <li>- evaluate systematic information that has been structured, produced and written, and develop social activities on the basis of it</li> </ul>	<ul style="list-style-type: none"> <li>- work as experts in communication situations</li> <li>- plan communications from a strategic point of view, and work with the media</li> <li>- initiate networked operations and lead a strategic network</li> <li>- adopt a developmental and predictive approach to work, and influence the work environment</li> <li>- monitor and analyse networks' operating models</li> </ul>	<ul style="list-style-type: none"> <li>- gather ideas from a network, convince others of them and link them to the social framework</li> <li>- ensure that participants in innovation work are sufficiently committed (guidance, encouragement)</li> <li>- create and commercialise innovations</li> <li>- participate productively in innovation networks, and identify and investigate innovation mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>- recognise the global nature of social issues and the characteristics of sustainable development</li> <li>- critically evaluate social values and practices from the point of view of sustainable development, taking into account global interactions</li> <li>- make arguments at social level, applying the principles of sustainable development and taking into account global effects</li> </ul>