# **Logo  Description automatically generatedGlobal Mindset Audit**

### (See overleaf for definitions of each key concept)

|  |  |  |
| --- | --- | --- |
|  | **Score (0-5)** | **Evidence** |
| **Commercial Awareness** |
| **Business** – understanding industry intelligence, business structures, mission and values. |  |  |
| **Human** – understanding issues of employment, training, development and staffing structures and practices. |  |  |
| **Relational** – understanding the stakeholders (customers, investors, suppliers and employees) |  |  |
|  |  |  |
| **Personal qualities** |
| **Self-belief (efficacy)**Positive energy levels, comfortable and confident in new and challenging situations. |  |  |
| **Openness**Adventurous, creative, and able to reflect, adapt and learn from new situations. |  |  |
| **Resilience**Self-aware and able to adapt and problem solve to overcome obstacles. |  |  |
|  |  |  |
| **Interpersonal skills** |
| **Intercultural Empathy**Understands, engages, and emotionally connects |  |  |
| **Interpersonal Impact** Networks effectively and negotiates. Able to lead |  |  |
| **Diplomacy**Listens and integrates new perspectives to build productive relationships) |  |  |
| Overall score |  |  |

## **Rating your global competencies**

**30-45** I have extensive evidence of global skills, knowledge and perspectives needed in globally employable graduates.

**20-30** I have good global skills and competencies. I could seek support to develop in key areas.

**10-20** I have some qualities. I should seek ways to explore specific career and skill development. I will book to speak to a member of my university careers department.

**0-10** I have limited ideas of how to apply these key ideas. I need support from my university careers department to develop a plan for understanding and developing key abilities.

# **Global Mindset's Three key principles**

1. **Commercial Awareness**

**Business:**

* I develop sound knowledge of global industries, markets, and business competition.
* I seek Knowledge of how to transact in business, assessing the risks of doing business internationally
* I research Knowledge of supplier options and marketing strategies in other parts of the world

**Human:**

* I have sound understanding of staffing structures and roles within my preferred industry
* I am knowledgeable about specific training and development opportunities in the industry
* I have up to date knowledge on employee rights, responsibilities and compliance with guidelines

**Relational:**

* Customers- I understand who the organisations customers are and the impact they have
* Suppliers- I have sound understanding of each firm’s sourcing of goods and provision of services to others
* Investors- I have thorough understanding of the business finance and commitment to investors
* Other employees- I understand factors influencing the commitment or loyalty of employees to the business
1. **Personal Qualities**

**Self-belief**:

* I am energetic and self-confident- active in putting forward new ideas and identifying compromises
* I am comfortable in new and unfamiliar situations- quick to explore new opportunities and relationships
* Confident in adapting and appropriately using personality within tough situations

**Openness:**

* I am adventurous and use emotions- seeking new experiences to develop confidence and appropriate reactions.
* I am creative- using imagination and employing a wide range of diverse and innovative influences
* I am eager to learn and adapt- using liberal approaches to incorporate new knowledge and perspectives

**Resilience:**

* I demonstrate self-awareness and a sense of control - seeking to make social connections and asking for help
* I can effectively problem solve- spotting potential solutions and using social support networks
* I can adapt in times of stress- embracing new opportunities and seeing myself as a survivor, not a victim
1. **Global Interpersonal capabilities.**

**Intercultural Empathy:**

* I am able to engage and work effectively with people from other cultures and parts of the world
* I can able to understand different verbal and nonverbal expressions of people from other cultures
* I can emotionally connect to people from other cultures- building ways to improve understanding

**Interpersonal Impact:**

* I am experienced in negotiating contracts/agreements in other cultures
* I can develop strong networks with people from other cultures and with influential people
* I am able to lead on ideas- taking forward and developing on key ideas within diverse project teams

**Diplomacy:**

* I confidently initiate conversations, with internal colleagues, new customers, and potential stakeholders
* I successfully collaborate and integrate diverse perspectives- presenting solutions and using other’s feedback
* I actively listen to other’s viewpoints- integrating and building on key ideas in putting forward proposals