Highly effective Peer Leaders regularly exhibit the following:

**COLLABORATION**

- Demonstrate a positive attitude, as well as consideration, rapport, and helpfulness towards others.
- Build positive relationships with supervisors, staff, and students and work with team members to move work forward together.
- Engage in productive dialogues with colleagues, listening and expressing ideas clearly to others.

**LEADERSHIP**

- Take initiative and follow through with ideas.
- Inspire, motivate, and draw on the strength of others to achieve common goals.
- Seek out information to improve personal skills and performance, as well as opportunities to assume greater responsibility.
- Identify and implement new approaches to increase impact.

**PROBLEM-SOLVING**

- Demonstrate ability to analyze issues, make decisions, and overcome problems.
- Develop creative solutions and integrate new ideas from others.
- Seek out and draw on data to better understand opportunities and challenges and adapt practice.
- Effectively manage information to determine appropriate, timely, and decisive actions.

**PROFESSIONALISM**

- Understand and demonstrate effective work habits, including arriving to work on time and responding promptly and appropriately to workplace requests.
- Act responsibly with the interests of the larger community in mind.
- Establish and maintain appropriate expectations and boundaries with supervisors, staff, students, and other peer leaders.
- Plan, organize, and carry out assignments both independently & in coordination with others.
- Handle multiple tasks at one time and prioritize work effectively.
- Know when to step back and rely on the support of other team members.
- Demonstrate timeliness for task completion & maintain focus on prioritized tasks.

*These Professional Capacities are adapted from and reflective of the career readiness competencies defined by the National Association of Colleges and Employers (NACE).*