

The “Four C’s” of College, Career, & Workforce Development¹

Critical Thinking and Problem Solving	
Think about why the issue is so important to address, why we should care about it, and what we can do about it.	Has the student . . .
Reason effectively: <ul style="list-style-type: none"> Use various types of reasoning (inductive, deductive, etc.) as appropriate to the situation 	<ul style="list-style-type: none"> Found useful and specific information from looking at patterns? Found patterns to help explain information? Given clear and connected reasons for grouping information?
Use systems thinking: <ul style="list-style-type: none"> Analyze how parts of a whole interact to produce overall outcomes in complex systems 	<ul style="list-style-type: none"> Understood that a “whole” is made up of many different smaller parts, and that these parts work together in different ways?
Make Judgments and decisions: <ul style="list-style-type: none"> Analyze and evaluate evidence, arguments, claims, and beliefs Analyze and evaluate alternative points of view Synthesize and make connections between information and arguments Interpret information and draw conclusions based on the best analysis Reflect critically on learning experiences and processes 	<ul style="list-style-type: none"> Thought before making decisions and understood that one decision can affect many different parts? Made conclusions based on information that was given? Been able to see his or her learning and improvement even when things were difficult?
Solve Problems: <ul style="list-style-type: none"> Solve different kinds of unfamiliar problems in both conventional and innovative ways Identify and ask significant questions that clarify various points of view and lead to better solutions 	<ul style="list-style-type: none"> Thought about a similar situation in the past when coming across a problem? Come up with new ideas to solve new types of problems? Asked questions about what other people might want in order to solve the problem for all people involved? Understood how to make the best decision for everyone in solving a difficult problem?
Make comparisons	<ul style="list-style-type: none"> Made useful comparisons and known the importance of understanding similarities and differences?
Creativity and Innovation	
Encourage creativity, originality, new ideas and ways of doing things.	Has the student . . .
Think Creatively: <ul style="list-style-type: none"> Use a wide range of idea creation techniques (such as brainstorming) Create new and worthwhile ideas (both incremental and radical concepts) Elaborate, refine, analyze, and evaluate original ideas to improve and maximize creative efforts 	<ul style="list-style-type: none"> Used different ways to come up with creative new ideas? Made changes to improve or enhance your – or other’s - original ideas?
Work creatively with others: <ul style="list-style-type: none"> Develop, implement, and communicate new ideas to others effectively 	<ul style="list-style-type: none"> Communicated your ideas with others, and responded to different ideas?

¹ Adapted from NEA: *Preparing 21st Century Students for a Global Society: An Educator’s Guide to the “Four Cs”*

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Creativity and Innovation <i>continued</i>	
<p>Work creatively with others <i>continued</i>:</p> <ul style="list-style-type: none"> • Be open and responsive to new and diverse perspectives; incorporate group input and feedback into the work • Demonstrate originality and inventiveness in work and understand the real world limits to adopting new ideas • View failures as an opportunity to learn; understand that creativity and innovation are part of a long-term, cyclical process of small successes and frequent mistakes 	<ul style="list-style-type: none"> • Viewed challenges as chances to learn from mistakes? • Understood the importance of originality and coming up with new, unique ideas?
<p>Implement innovation:</p> <ul style="list-style-type: none"> • Act on creative ideas to make a tangible and useful contribution to the field in which innovation will occur 	<ul style="list-style-type: none"> • Found realistic ways to make ideas become possible? • Come up with new and real results that can be understood by others?
Communication	
Write about and speak about the student’s project – to other students, the community, social and traditional media, and public officials.	Has the student . . .
<p>Share Thoughts:</p> <ul style="list-style-type: none"> • Articulate thoughts and ideas effectively using oral, written, and nonverbal communication skills in a variety of forms and contexts 	<ul style="list-style-type: none"> • Communicated thoughts and ideas in a way that everyone can understand through different ways of communicating such as speaking and writing?
<p>Listen:</p> <ul style="list-style-type: none"> • effectively to decipher meaning, including knowledge, values, attitudes, and intentions 	<ul style="list-style-type: none"> • Listened to others and found chances to learn while having a positive attitude?
<p>Use Communication:</p> <ul style="list-style-type: none"> • for a range of purposes (e.g. to inform, instruct, motivate, and persuade) 	<ul style="list-style-type: none"> • Communicated many different ways including asking questions, sharing ideas, giving instructions, giving praise, and motivating others?
<p>Understand Setting:</p> <ul style="list-style-type: none"> • Communicate effectively in diverse environments (including multilingual and multicultural) 	<ul style="list-style-type: none"> • Spoken appropriately depending on who s/he is speaking to, what culture they are from, and what language they speak? • Understood the importance of knowing someone’s first language and culture in how to communicate with them?
Collaboration	
Promote effective teamwork, shared responsibility, flexibility, and valuing the work of others.	Has the student . . .
<p>Teamwork: Demonstrate ability to work effectively and respectfully with diverse teams.</p>	<ul style="list-style-type: none"> • Worked well with others and been respectful to group members that had different ideas?
<p>Flexibility: Exercise flexibility and willingness to be helpful in making necessary compromises to accomplish a common goal.</p>	<ul style="list-style-type: none"> • Been willing to change opinions and accept others’ ideas? • Been helpful in including more than one person’s ideas into a final solution?
<p>Responsibility: Assume shared responsibility for collaborative work, and value the individual contributions of each team member.</p>	<ul style="list-style-type: none"> • Taken responsibility and let others take their own responsibilities as well?
<p>Value individual contributions</p>	<ul style="list-style-type: none"> • Understood the importance of everyone having “shared” responsibility and working together? • Recognized equal value in everyone’s individual accomplishments and projects