Definitions of Elements of the Behavioral Skills Framework

Dimension	Component	Subcomponent
Acting Honestly (Honesty-Humility) **Describes the extent to which a person values and adheres to ethical and moral standards of behavior, as well as personal level of humility.**	**Genuineness** Being sincere and truthful in interactions, appropriately giving others credit, and acknowledging his/her mistakes.	**Truthfulness** Interacts with others in a straightforward, open, and truthful manner.
		Acceptance of Responsibility Accepts responsibility for his or her actions, including giving others due credit when appropriate.
	Fairness Acts in ways that are intended to be unbiased and fair to everyone.	**Fairness** Acts in ways that are intended to be unbiased and fair to everyone.
	Modesty Avoids boasting or acting superior to others and is humble about achievements.	**Modesty** Avoids boasting or acting superior to others and is humble about achievements.
Keeping an Open Mind (Openness to Experience) **Describes a person's level of open-mindedness and curiosity about a variety of ideas, beliefs, people, and experiences.**	**Creativity** Generating original ideas, using existing ideas or things in new ways, and having an active imagination.	**Originality** Generates new ideas related to tasks, processes, theories, etc.
		Active Imagination Imagines and/or creates things that do not currently exist in the real world.
	Curiosity Seeking out information to better understand a wide range of topic areas and/or obtaining a depth of understanding in one topic area that goes beyond what is required.	**Information Seeking** Asks questions and searches for information on a wide variety of topic areas.
		Depth of Knowledge Obtains a level of knowledge that goes beyond the minimum requirements related to performing required tasks.
	Flexibility Adapting to new environments and making adjustments to accommodate changes.	**Environmental Adaptability** Adjusts his or her behavior to meet the requirements of different or unfamiliar situations and environments.
		Accommodation Adjusts existing schedules or plans in order to accommodate changes to tasks and facilitate their completion.
	Accepting Differences Being open-minded and accepting of ideas, cultures, and ways of doing things that are different from his/her own.	**Open-mindedness** Keeps an open mind when encountering ideas, opinions, and thoughts that are different from his or her own.
		Embracing Diversity Shows an interest in and respect for people from different backgrounds and cultures.

Maintaining Composure (Emotionality) Describes the extent to which a person is relatively calm, serene, and able to manage emotions effectively.	**Stress Tolerance** The degree to which a person can control feelings of anxiety and other negative emotions in order to function effectively in a range of situations.	**Worry Management** Does not allow anxiety and fear to impact the completion of daily activities or tasks.
		Negative Feeling Management Does not allow negative feelings (e.g., sadness, guilt, shame) to impact the completion of daily activities or tasks.
	Self Confidence A tendency to be self-assured and to make decisions without needing a lot of input from others.	**Decisiveness** Makes his or her own decisions as appropriate.
		Independence Works on tasks without needing a lot of support or guidance from others.
Socializing with Others (Extraversion) Describes a person's preferred level of social interaction, behavior in interpersonal situations, and optimism.	**Assertiveness** Influencing others and preferring to be in charge in social interactions and group activities.	**Taking Charge** Seeks out positions of leadership as appropriate.
		Influence Persuades others to agree with his or her ideas as appropriate.
	Optimism The degree to which a person expresses a positive mood and a positive outlook.	**Cheerful Mood** Generally presents an upbeat and hopeful mood when interacting with others.
		Positive Outlook Generally presents a positive view of situations.
	Sociability Seeking out and enjoying situations involving interpersonal interaction and building relationships with others.	**Interacting with Others** Seeks out and actively participates in social activities when appropriate.
		Networking Maintains and expands his or her social group.
Getting Along with Others (Agreeableness) Describes the extent to which a person interacts positively and cooperates with others, and is generally kind, friendly, and tactful.	**Cooperation** Being respectful, polite, collaborative, and skilled at working through conflict with other people.	**Respect for others** Interacts with others in a polite and considerate manner.
		Collaboration Completes groups tasks and achieves group goals by effectively interacting with others.
		Conflict Management Works through conflicts and disagreements productively.
	Perspective Taking Identifying, acknowledging, and understanding the emotions of others, showing concern for others, and considering the audience when providing information.	**Interpreting Emotional Reactions** Responds appropriately to emotional reactions from others.
		Showing Concern Demonstrates concern and compassion for others' feelings.
		Considering the Audience Considers others' feelings and points of view when communicating information.
	Goodwill Assuming others have good intentions, trusting others, being able to forgive and not holding grudges.	**Forgiveness** Continues to work or interact with others even after others have wronged (e.g., deceived, hurt) him or her as appropriate.

		Trust Interactions with others are influenced by a belief that others generally have good intentions (e.g., others are usually honest and will do what they say they will do).
	Helpfulness Helping others and being generous with his/her time and/or resources despite personal cost.	Assisting Others Helps others as needed.
		Selflessness Shows generosity in sharing time and resources with others despite the impact it may have on him or herself.
	Patience Tolerating frustrations presented by others or by situations without expressing irritation or hostility.	Tolerating Frustrations with Others Effectively deals with disappointment, annoyances, and setbacks related to others' actions without showing irritation or anger.
		Tolerating Situational Frustrations Effectively deals with disappointment, annoyances, and setbacks related to situational factors without showing irritation or anger.
Sustaining Effort (Conscientiousness) Describes a person's level of diligence, effort, organization, self-control, and compliance with rules.	Dependability Reliably fulfilling responsibilities, meeting deadlines, and producing quality work.	Timeliness Follows a predetermined schedule for appointments/classes and tasks.
		Follow Through Meets commitments and works on tasks until they are complete.
		Quality Submits high quality work.
	Order Planning and organizing tasks and materials, creating schedules, monitoring progress, and paying close attention to details.	Organization Uses a systematic approach to organize tasks and materials.
		Planning Creates and follows appropriate schedules or timelines for tasks.
		Monitoring Checks to make sure progress is being made toward the completion of tasks.
	Persistence Working hard, making progress on relevant tasks, and maintaining focus despite setbacks or difficulties.	Overcoming Challenges Continues to work on tasks despite the difficulty level, the presence of significant obstacles, or previous setbacks.
		Maintaining Effort Puts in the time and sustained energy needed to successfully complete a task.
		Focusing Maintains attention on the current activity despite the nature of the task or distractions.
	Rule Consciousness Following rules and procedures and complying with authority.	Compliance Follows instructions, procedures, and rules.
		Respect for Rules/Authority Shows respect and appreciation for authority figures and rules

	Goal Striving Setting challenging goals, doing tasks without being told, and working to improve or learn new skills.	**Self Improvement** Works hard to become more effective by learning new skills/knowledge or improving existing skills.
		Initiative Takes action without being asked to do so.
		Goal Setting Sets high but achievable goals for self-improvement and advancement.
	Self Control Managing impulses and weighing the consequences of one's behavior before acting.	**Restraint** Resists the impulse to act on desire.
		Thinking before acting Takes the time to consider his or her options, potential consequences, and steps that need to be taken before taking action.