

The ProfESus

Assessment of a Sustainable Mindset

A sustainable mindset is built on the following competences with a lower or higher degree of difficulty:

→ **Knowledge:** Professionals are able to know ...

For each task or process which has to be conducted in a business, professionals should know the relevant information, in which way (e.g. what, how, what is needed and why, what should be the result, quality...) the task, process to be conducted and what has to be considered to get the expected result. In addition to the occupational knowledge, professionals should be aware about global challenges such as climate change, ocean pollution, poverty etc.

→ **Skills:** Professionals are able to do ...

For each task or process, which has to be conducted, professionals have to use skills to work in less or more complex processes, to fulfil the task or to organise the process and receive the desired qualitative and quantitative outcome. The more professional skills are trained, the more sustainable behaviour could be achieved. It must be pointed out, that in all professional actions and processes, sustainable aspects have to be reflected and considered. In addition willingness, which is influenced by personal values, is needed, to transform personal awareness and knowledge competences into action for sustainable development. Also a collaborative sustainable action, related to the general principles of the business, supports individual behaviour.



→ **Collaboration:** Professionals are able to work with others ...

In any professional situation professionals have to collaborate on different levels with others (e.g. the head of the business, colleagues, clients or guests) to get the necessary information or to agree on a working process.

The collaboration in the sense of sustainability includes

- the personal consideration of sustainable aspects in working processes
- the motivation and conviction of others (head, colleagues, clients or guests) to support sustainable development.

→ **Values:** Professionals are someone who ...

Values are necessary for a sustainable mindset! They influence our professional, economic, social, ethical and ecological behaviour in working processes. Values determine if a professional is motivated to make a positive contribution to other people and their social and natural environment, locally and globally.

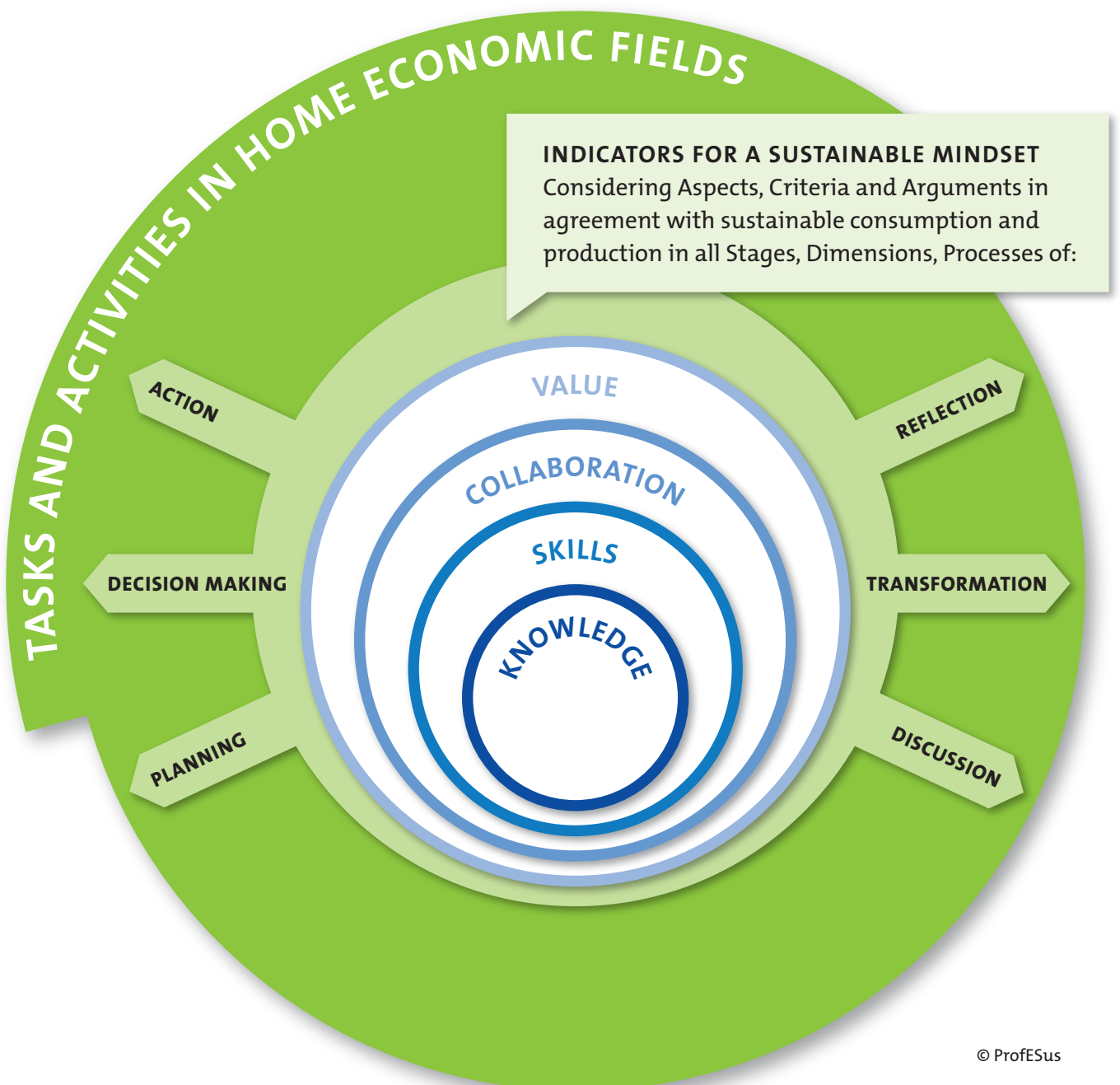
These additional sustainability dimensions of learning processes are reflected in the sustainability competences (Source: Sustainability competencies for learners/ professionals in vocational training adapted from UNECE, 2011).

In each professional field the complexity of tasks or responsibilities, which professionals should be able to conduct, depend on their educational level or the related job description.

For discovering a sustainable mindset in professionals, all 4 dimensions of competences must be developed, so that they are able to plan, decide, act, discuss, transform and reflect on their professional work in a sustainable manner.

The graphic shows the context of a sustainable mindset in a professional field and gives ideas how to assess the growing sustainable mindset in a learning/training process.

Fig. 1: ProfESus Assessment of a Sustainable Mindset



Sustainable development of sustainable businesses can only be reached, if nearly all professionals and staff members, especially at management level have discovered a sustainable mindset in all dimensions. The graphic shows that professionals with a sustainable mindset are able to

- integrate/combine/consider relevant **knowledge, skills** and **values** when planning, deciding, acting, reflecting, transforming and discussing in their professional field
- **collaborate** with others in the professional, public and private environment, when planning, deciding, acting, reflecting, transforming and discussing.
- describe the context of tasks, processes and activities in the local and global economic, ecological and social structures/system, when planning, deciding, acting, reflecting, transforming and discussing (**system thinking**).
- point out critical local and global economic, ecological and social questions and look behind the curtains, when planning, deciding, acting, reflecting, transforming and discussing in their professional field (**critical thinking**),
- develop innovative strategies to fulfil tasks, processes and activities effectively, to support economic ecological and social perspective as most as possible, when planning, deciding, acting, reflecting, transforming and discussing in their professional field (**strategic thinking**)
- consider implications for the economic, social, ecological future (**future thinking**) when planning, deciding, acting, reflecting, transforming and discussing in their professional field.

To assess a sustainable mindset in professionals, learners should work on tasks, activities, processes which enable them to demonstrate that they are able to ...

- use professional and sustainable knowledge, skills and values,
- collaborate with others,
- think systematically,
- think critically,
- think strategically,
- think future-oriented.



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