

Sustainability competencies for learners in vocational training or professionals in guest-oriented work (Source: adapted from UNECE, 2011)

	HOLISTIC APPROACH Integrative thinking and practice	ENVISIONING CHANGE Past, present and future	ACHIEVING TRANSFORMATION through personal development and the work environment
<p>Learning to know</p> <p>The professional understands...</p>	<ol style="list-style-type: none"> 1. basics of systemic thinking processes; 2. the interrelation of ways in which natural, social and economic systems function; 3. the responsibility for the nature between generations, as well as those between rich and poor and between humans and nature; 4. his / her personal world view and cultural assumptions and seeks to understand those of others; 5. the connection between sustainable futures and the way we think, live and work; 6. his /her own sustainable thinking and action in relation to sustainable development. 	<ol style="list-style-type: none"> 7. the root causes of unsustainable development and is able to describe it in a story; 8. and is able to make a evolving concept for sustainable development; 9. and is able to react on the urgent need for change in a professional-situation from unsustainable practices towards advancing quality of life, equity, solidarity, and environmental sustainability; 10. and is able to fullfil taks, which are aimed at the importance of problem setting, critical reflection, visioning and creative thinking in planning the future and effecting change; 11. and is able to be prepared for the unforeseen and to persue a precautionary approach; 12. and is able to consider the importance of scientific evidence in supporting sustainable development. 	<ol style="list-style-type: none"> 13. and is able to transform the work context to support sustainability; 14. and is able to transform the way we work and develop professionally; 15. and is able to support colleagues and stakeholders to meet new challenges; 16. and is able to build on the experience as a basis for transformation to show engagement on the experience of colleagues and stakeholders; 17. knows how engagement in real-world issues enhances professional development and helps the professional to make a difference in practice.

<p>Learning to do</p> <p>The professional is able to....</p>	<p>18. create opportunities for sharing ideas and experiences from different disciplines/places/culture s/generations without prejudice and preconceptions;</p> <p>19. work with different perspectives on dilemmas, issues, tensions and conflicts;</p> <p>20. connect work and the business to her/his local and global spheres of influence.</p>	<p>21. arrange critically processes of change in society and envision sustainable futures;</p> <p>22. communicate in sense of urgency for change and inspire hope; facilitate the evaluation of potential consequences of different decisions and actions;</p> <p>24. use the natural, social and built environment, including his/her own work organisation, as a context and source of professional development.</p>	<p>25. facilitate participatory as well as worker- and user-centred sustainability initiatives that develop critical thinking and active citizenship in the work and/or beyond;</p> <p>26. assess outcomes in terms of changes and achievements in relation to sustainable development.</p>
<p>Learning to live together</p> <p>The professional works with others in ways that....</p>	<p>27. supports collaboration actively in different groups across generations, cultures, places and disciplines</p>	<p>28. facilitate the emergence of new worldviews that address sustainable development;</p> <p>29. encourage negotiation of alternative futures.</p>	<p>30. challenge unsustainable practices across the work environment;</p> <p>31. help work colleagues and guests clarify their own and others world views through dialogue, and recognise that alternative frameworks exist;</p>

<p>Learning to be</p> <p>The professional is someone who....</p>	<p>32. is inclusive of different disciplines, cultures and perspectives, including indigenous knowledge and worldviews.</p>	<p>33. is motivated to make a positive contribution to other people and their social and natural environment, locally and globally;</p> <p>34. is willing to take considered action even in situations of uncertainty.</p>	<p>35. is willing to challenge assumptions underlying unsustainable practice;</p> <p>36. is able to be a facilitator and participant in her/his own work processes;</p> <p>37. is able to be a critically reflective practitioner;</p> <p>38. is able to inspire creativity and innovation;</p> <p>39. is able to be engaged with work and colleagues in ways that build positive relationships.</p>
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