

H-BRS-Future-Skills

Future Skill		Definition
 #skills_4_the_digital_age		
1	Digital literacy & digital risk awareness	Competence to use digital technologies in a self-determined, safe and efficient manner, to use digital forms of work and collaboration confidently while weighing up the opportunities and risks.
2	Data literacy	Competence to collect, manage, evaluate and use data in a critical manner. Includes the ability to think about data protection in all steps.
3	AI literacy	The ability to understand AI and its applications, to use AI systems productively, and to critically examine opportunities and risks from an ethical perspective. Confident and successful action in a world influenced by AI.
4	Media literacy	Competence to use, create and analyse media critically, creatively, safely and responsibly in the digital age.
5	Digital learning ability	Competence to use digital technologies specifically for one's own learning and to continuously adapt to new digital requirements.
 #skills_2_transform		
6	Vision & innovation competence	Competence to develop future scenarios, to reflect on uncertainties, to reflect on their significance for (entrepreneurial) action in the present and to infer action-guiding perspectives from them.
7	Understanding transformation & responsibility	The ability to name and categorise key social, digital and technological transformation processes and understand their effects, as well as to take responsibility for oneself and others, act accordingly and make decisions.
8	Sustainability competence	Competence to align one's own and collective actions with the Sustainable Development Goals, to understand ecological, social, political and economic interrelationships and to actively work towards shaping sustainable framework conditions.
9	System expertise	Competence to understand complex systems, interrelationships and interactions holistically and to act analytically and soundly on this basis.
10	Tolerance of ambiguity	The ability to recognise ambiguity, heterogeneity, uncertainty and appeals, to deal with them in a constructive and creative way and to reflect on one's own role in them.
11	Resilience	Competence to deal constructively with stress, mistakes, uncertainty and change, to emerge stronger from them and thus remain psychologically, socially and organisationally resilient.
12	Democratic competence	Competence to stand up for basic principles of democratic and solidary coexistence, to actively and responsibly participate in decision-making and design processes, to initiate them and to enable others to participate in different contexts.
 #skills_4_life		
13	Communication & cooperation skills	The ability to communicate clearly, appropriately and respectfully in different contexts, to moderate groups in a goal-oriented manner, to negotiate interests and to organise decision-making processes in a structured manner. This also includes language competence and intercultural competence.
14	Information competence	Competence to recognise information needs, identify relevant information in a targeted manner, obtain information, deal with a variety of information, organise information, evaluate it critically and convey it convincingly in a suitable form (linguistically, visually).
15	Critical thinking	Competence to answer research questions according to standards of scientific work and to systematically and constructively question and evaluate information and arguments in order to make well-founded judgements.
16	Gender and diversity sensitivity	Competence to deal with diversity in an appreciative manner, to create inclusive and diversity-sensitive cooperation and to incorporate differences productively into collaboration.
17	Learning competence	The ability to organise one's own learning independently, apply learning strategies and continuously adapt to new requirements.
18	Ethical competence	Competence to recognise ethically relevant situations and decisions, to weigh up options and alternatives for action on ethical grounds and to align one's own actions accordingly.
19	Problem-solving competence	Competence to analyse complex or novel problems and develop structured, viable solutions.
20	Self-development competence	Competence to actively shape one's own development through self-organisation, self-motivation and reflection and to consciously strengthen one's own self-efficacy.
21	Creativity	Competence to develop new ideas, rethink existing approaches and design creative solutions.