

ARIZONA CTE PROFESSIONAL SKILLS SOCIAL EMOTIONAL LEARNING COMPETENCIES CROSSWALK

The Arizona CTE Professional Skills Standards and Social Emotional Learning (SEL) competencies have been approved by ADE CTE and School Safety and Social Wellness to be taught together in CTE classes. This approval was based on the analysis of the Professional Skills standards and Arizona’s SEL competencies by a committee of ADE and CTE specialists. Crosswalk created in January 2022.

AZ Professional Skills	SEL Competency	Reasoning/Rationale
STANDARD 1.0 COMPLEX COMMUNICATION: Employs complex communication skills in a manner that adds to organizational productivity.		
1.A Masters core communication skills for the workplace. -Delivers content accurately. -Persuades others.-Uses communication style appropriate to audience and situation. -Listens actively. -Resolves conflicts.	2. Self-Management 4. Relationship Skills 5. Responsible Decision-Making	Regulates emotions and exhibits self-control. Communicates clearly, listens well, and is able to negotiate conflicts. Able to evaluate, reflect, and solve problems.
1.B Communicates effectively in a diverse work environment. -Communicates with diversity in mind.	3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	Demonstrates respect for diversity. Builds relationships with diverse groups and communicates clearly. Considers diversity salience or climate
1.C Uses technologies and social media for workplace communication. -Exercises competence in using Technology. -Upholds the brand -Follows applicable laws and regulations. -Matches technology to content.	5. Responsible Decision-Making	Considers diversity salience or climate. Assesses the impact of beliefs and biases.
1.D Foundational communication skill check points: -Writes in languages required by Employer. -Speaks in languages required by Employer. -Demonstrates reading comprehension. -Presents with confidence. -Practices interpersonal skills -Uses workplace technologies.	3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	Understands and adheres to social norms. Communicates clearly. Promotes positive social behaviors. Reflects on the broader ethical consequences of one’s decisions for intragroup, intergroup, and institutional relations.



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STANDARD 2.0 COLLABORATION: Collaborates, in person and virtually, to complete tasks aimed at organizational goals.		
2.A Commits to achieving collective goals. -Contributes personal strengths. -Respects contributions of others. -Contributes to an environment of collaboration. -Ensures diversity in collaboration.	1. Self-Awareness 3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	Accurately assesses own strengths. Demonstrates respect for diversity. Communicates clearly. Promotes positive social behaviors with collective efficacy. Pursues co-created, inclusive, and mutually beneficial solutions.
2.B Promotes an environment of trust. -Builds team relationships. -Takes responsibility for role on team. -Manages information with sensitivity.	2. Self-Management 3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	Achieves self and collective goals. Demonstrates the ability to accept differing perspectives. Is able to build relationships. Considers the diverse salience or climate. Reflects on broader ethical consequences of decisions.
2.C Optimizes technology to collaborate with others. -Adopts technology to promote collaboration.	3. Social Awareness 4. Relationship Skills	Perspective-taking and understands social and ethical norms. Works cooperatively and communicates clearly.
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STANDARD 3.0 THINKING AND INNOVATION: Integrates expertise in technical knowledge and skills with thinking and reasoning strategies to create, innovate, and devise solutions.		
3.A Defines a problem in the workplace. -Describes. -Diagnoses. -Uses resources to define a problem.	5. Responsible Decision-Making	Identifies problems and analyzes situations.
3.B Practices inquiry and reflection (I/R) to take action in the workplace. -Maintains an attitude of openness. -Explores for deeper understanding. -Uses resources for inquiry and reflection (I/R). -Evaluates self.	1. Self-Awareness 5. Responsible Decision-Making	Displays an optimistic/growth mindset. Is able to self-assess strengths and reflect on performance. Pursues co-created, inclusive, and mutually beneficial solutions. Identifies problems and analyzes situations.
3.C Takes action supported by evidence and reasoning to explain conclusions and accomplish work. -Composes a plan. -Constructs a model (visual, symbolic, or linguistic). -Makes decisions. -Uses tools strategically. -Argues a case.	2. Self-Management 3. Social Awareness 5. Responsible Decision-Making	Sets and works to achieves goals. Is self-motivated. Develops a sense of agency and resiliency. Is open to different perspectives. Pursues co-created, inclusive, mutually beneficial solutions. Solves problems,

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		analyzes, evaluates, and reflects on proposed solutions.
3.D Transfers knowledge and skills from one work situation to another. -Builds capacity to transfer skills.	1. Self-Awareness	Recognizes own emotions, thoughts, and values. Understands how this influences behavior.
3.E Creates/innovates to improve workplace productivity. -Builds capacity to create/innovate.	1. Self-Awareness 2. Self-Management	Displays a growth mindset with self-efficacy. Sets goals and works to achieve them.
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STANDARD 4.0 PROFESSIONALISM: Conducts self in an appropriate manner reflective of the organizational expectations.		
4.A Adheres to organizational protocol related to behavior, appearance, and communication. -Communicates with technical language. -Communicates according to organizational standards. -Satisfies customers. -Professionalism Preliminary Checklist.	4. Relationship Skills 5. Responsible Decision-Making	Communicates clearly. Pursues co-created, inclusive, and mutually beneficial solutions. Solves problems. Analyzes, evaluates, and reflects on proposed solutions with ethical responsibility.
4.B Manages time in accordance with organizational expectations. -Uses time productively. -Balances accuracy and speed. -Organizes work for the allotted time frame. -Prioritizes tasks. -Collaborates and works alone to deliver on time.	1. Self-Management 4. Relationship Skills 5. Responsible Decision-Making	Addresses personal and group challenges to achieve self and collective goals. Works collaboratively with efficacy. Pursues co-created, inclusive, and mutually beneficial solutions. Solves problems. Analyzes, evaluates, and reflects on possible solutions.
4.C Represents the organization in a positive manner. -Communicates mission and position. -Aligns with organizational values. -Manages resources to benefit the organization. -Communicates core values of the profession.	1. Self-Awareness 3. Social Awareness	Is able to examine the importance of personal and collective identity. Understands social norms for positive, constructive behavior across various settings.
4.D Performs assigned tasks with a “can do” attitude. -Performs work with a positive attitude.	1. Self-Awareness 2. Self-Management	Acts with a growth mindset. Regulates emotions and is self-motivated.
4.E Behaves in a way that distinguishes between personal and work-related matters. -Demonstrates respect for personal and professional boundaries.	3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	Demonstrates respect for diversity and perspective. Understands social norm for positive, constructive behavior across settings. Builds workplace relationships. Makes constructive choices about personal behavior, social norms, and is

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		ethically responsible.
4.F Produces work that reflects professional pride. -Produces high quality work. -Acts as a team member. -Performs/produces with precision. -Continues to develop skills and connections. -Takes initiative to improve work.	2. Self-Management 4. Relationship Skills 5. Responsible Decision-Making	Sets goals and works to achieve them. Works collaboratively with efficacy. Reflects on broader consequences.
AZ Professional Skills	SEL Competency	Reasoning/Rationale
STANDARD 5.0 INITIATIVE AND SELF-DIRECTION: Exercises initiative and self-direction in the workplace.		
5.A Functions independently within the organizational structure. -Performs necessary tasks. -Strives to improve personal delivery of services. -Improves personal performance/ behaviors continuously. -Initiative & Self-Direction Preliminary Checklist.	1. Self-Awareness 2. Self-Management 5. Responsible Decision-Making	Recognizes own emotions, thoughts, and values and how they can influence behavior. Accurately assesses own strengths and challenges. Develops a sense of agency and resiliency. Reflects and evaluates consequences of actions.
5.B Adapts to changing conditions and expectations in the organization. -Adjusts to change. -Cooperates respectfully with colleagues. -Maintains productivity.	1. Self-Awareness 2. Self-Management 3. Social Awareness 4. Relationship Skills	Displays an optimistic attitude. Is able to regulate emotions and manage stress. Respects diversity and is open to different perspectives. Is able to work cooperatively. Displays social norms for positive, constructive behavior across settings. Is respectful to colleagues.
5.C Pursues career advancement opportunities within an organization or field. -Articulates requirements for job openings. -Prepares for career advance. -Pursues formal learning. -Builds learning relationships. -Applies new resources.	2. Self-Management 4. Relationship Skills	Addresses personal and group challenges to achieve self and collective goals. Seeks help when needed. Open to collective efficacy and works collaboratively.
5.D Generates innovative ideas, methods, or devices contributing to organizational resources and goals. -Innovate to improve productivity. -Recommends improvements on processes, products, services. -Uses technology to increase productivity/profits.	1. Self-Awareness 4. Relationship Skills 5. Responsible Decision-Making	Recognizes how everything is interconnected. Demonstrates collective efficacy and works collaboratively. Pursues co-created, inclusive, and mutually beneficial solutions.
5.E Exercises leadership in the workplace. -Engages individual strengths. -Manages work plans.	1. Self-Awareness 4. Relationship Skills	Displays grounded confidence. Is able to accurately self-assess strengths and identify challenges.

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<ul style="list-style-type: none"> -Plans for unanticipated challenges. -Pursues workplace solutions/improvements. 	5. Responsible Decision-Making	<p>Works collaboratively with efficacy.</p> <p>Reflects, identifies, analyzes, and solves problems. Evaluates decisions.</p>
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STANDARD 6.0 INTERGENERATIONAL AND CROSS-CULTURAL COMPETENCE: Interacts effectively with different cultures, generations, and individuals with disabilities to achieve organizational mission, goals and objectives.		
6.A Uses relevant intergenerational and cross-cultural communication that creates cultural synergy in the workplace. <ul style="list-style-type: none"> -Adapts communication style to engage diverse others. -Adapts communication style to engage other generations. 	1. Self-Awareness 2. Self-Management 3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	<p>Recognizes how everything is interconnected in and across diverse contexts.</p> <p>Regulates emotions and has self-control.</p> <p>Respects diversity and is open to different perspectives. Demonstrates cultural competence and communicates clearly.</p> <p>Displays social norms for positive, constructive behavior across settings.</p> <p>Is ethically responsible and considers diverse salience or climate.</p>
6.B Contributes to an environment of acceptance and inclusion that enables different cultures, generations, and individuals with disabilities to work together. <ul style="list-style-type: none"> -Demonstrates respect through interactions and behaviors. -Addresses challenges with sensitivity for intergenerational, cross-cultural, and individuals with disabilities sensitivity. -Celebrates achievements and contributions of diverse others. -Functions comfortably in the global marketplace. -Relies upon the wisdom and experience of others to accomplish work. -Addresses intergenerational tensions. 	1. Self-Awareness 2. Self-Management 3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	<p>Recognizes how everything is interconnected in and across diverse contexts.</p> <p>Regulate emotions and exhibits self-control. Has coping mechanisms for acculturative stress.</p> <p>Respects diversity and is open to various perspectives. Understands social norms for displaying positive, constructive behaviors across settings.</p> <p>Builds relationships with diverse individuals or groups while leveraging cultural fluency.</p> <p>Displays ethical responsibility and considers diverse salience or climate.</p>
6.C Respects generational differences related to the use of technology in the workplace. <ul style="list-style-type: none"> -Selects from technological and non-technological methods/tools to communicate across generations. 	2. Self-Management 3. Social Awareness 5. Responsible Decision-Making	<p>Addresses personal and group challenges to achieve self and collective goals. Displays empathy.</p> <p>Ethically responsible and considers diversity salience or climate.</p>

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STANDARD 7.0 ORGANIZATIONAL CULTURE: Functions effectively within an organizational culture.		
7.A Navigates organizational structures and systems. -Fits work performance to the organizational structure.	3. Social Awareness 4. Relationship Skills	Exhibits belonging and engagement. Works collaboratively with efficacy.
7.B Embodies organizational values. -Works in a manner that reflects organizational values.	2. Self-Awareness 3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	Accurately assesses strengths and challenges. Exhibits belonging and engagement. Understands social and ethical norms. Works collaboratively with efficacy. Is ethically responsible and considers diversity salience or climate.
7.C Performs work that advances organizational growth and success. -Contributes to organizational success.	3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	Exhibits belonging and engagement. Recognizes cultural demands and opportunities. Works collaboratively with efficacy. Is a problem solver and pursues co-created, inclusive, and mutually beneficial solutions.
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STANDARD 8.0 LEGAL AND ETHICAL PRACTICES: Observes laws, rules, and ethical practices in the workplace.		
8.A Respects the organization's physical and intellectual property. -Takes responsibility for the workplace. -Protects the organization's intellectual property.	3. Social Awareness 5. Responsible Decision-Making	Practices social and ethical norms. Is ethical, safety-minded, and evaluates the consequences of actions.
8.B Demonstrates loyalty to the organization, its mission, and resources. -Demonstrates loyalty to the organization.	2. Self-Management 3. Social Awareness 4. Relationship Skills	Achieves collective goals. Exhibits belonging and engagement. Understands social norms for positive, constructive behavior across settings. Works collaboratively with efficacy.
8C Maintains a safe work environment. -Addresses harmful conditions in the workplace. -Follows procedure for reporting unsafe conditions. -Receives risk management training.	2. Self-Management 5. Responsible Decision-Making	Exhibits agency and efficacy. Is a problem solver and is safety-minded. Reflects on the broader ethical consequences of one's decisions for intragroup, intergroup, and institutional relations.
8.D Adheres to the policies and procedures of the organization. -Acts in accord with policies and procedures. -Acts in accord with legal and	4. Social Awareness 5. Responsible Decision-Making	Understands social and ethical norms. Reflects on the broader ethical consequences of one's decisions for intragroup, intergroup and institutional

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ethical practices. -Receives training in policies and procedures.		relations.
8.E Adheres to applicable local, state, federal, and international laws and regulations. -Applies required laws and regulations in the workplace. -Complies with employment laws -Applies laws and regulations unique to the industry	5. Responsible Decision-Making	Reflects on the broader ethical consequences of one's decisions for intragroup, intergroup, and institutional relations.
8.F Takes responsibility for one's actions in the workplace. -Prioritizes time. -Resolves own work problems and errors. -Takes responsibility for own communication.	1. Self-Awareness 2. Self-Management 5. Responsible Decision-Making	Recognizes how emotions, thoughts, and values influence behavior. Has capacity to act independently. Is able to manage stress and regulate emotions. Is a problem solver while open to reflect on and evaluate alternate solutions. Assesses the impact of personal beliefs and biases.
8.G Manages/uses resources for the good of the organization. -Uses organization's resources prudently.	2. Self-Management	Able to control impulses and exhibits self-control.
8.H Acts with integrity (honest, reliable, and trustworthy.) -Performs with honesty and reliability in a trustworthy manner.	1. Self-Awareness 4. Relationship Skills 5. Responsible Decision-Making	Recognizes how emotions, thoughts, and values influence behavior. Promotes collective well-being and positive social behaviors. Exhibits ethical responsibility.
8.I Interacts respectfully with co-workers and customers. -Handles information appropriately. -Works to create an equitable workplace.	1. Self-Awareness 3. Social Awareness 4. Relationship Skills 5. Responsible Decision-Making	Recognizes how emotions, thoughts, and values influence behavior. Understands social and ethical norms. Respects diversity and displays empathy to help create an equitable workplace. Participates in collective efficacy and works collaboratively. Considers diversity salience or climate. Pursues inclusive solutions.
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STANDARD 9.0 FINANCIAL PRACTICES: Applies knowledge of finances for the profitability and viability of the organization.		
9.A Exercises prudence in personal finance as it relates to employment. -Manages personal finances responsibly.	2. Self-Management 5. Responsible Decision-Making	Develops a sense of agency and financial resiliency. Sets and achieves goals. Is able to make constructive choices about personal behavior.
9.B Articulates financial goals and	1. Self-Awareness	Recognizes how everything is

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<p>strategies of the organization. -Communicates organizational financial goals.</p>	<p>2. Self-Management 4. Relationship Skills</p>	<p>interconnected in and across diverse contexts. Addresses personal and group challenges to achieve self/collective goals. Is able to communicate clearly.</p>
<p>9.C Contributes to organizational profitability through knowledge of finances. -Acts prudently with organizational resources. -Maintains current knowledge of salary and benefits. -Relates work performance to company profitability.</p>	<p>2. Social Awareness 4. Relationship Skills</p>	<p>Exhibits a sense of belonging and engagement which ultimately drives performance. Works collaboratively and with efficacy.</p>