



21st Century Skill Assessments

MHA Labs 21st century skills development and assessment system focuses on a common set of easy-to-understand skill targets called **The Building Blocks** ▶

From 2010-2013, MHA Labs conscientiously isolated the core human success factors deemed critical for college, career and life success. To achieve this goal, MHA Labs built a 4000 item competency database from existing research and engaged over 100 subject matter experts, youth and parents to identify 6 skill building blocks and 35 core skills.

-  **Personal Mindset**
-  **Planning for Success**
-  **Social Awareness**
-  **Verbal Communication**
-  **Collaboration**
-  **Problem Solving**

ASSESSMENT SYSTEM

MHA Labs is using a Community-Based Participatory Research (CBPR) approach to design a suite of 21st century "Building Block" skill assessments. The CBPR approach to research leverages the expertise of academic researchers and subject matter experts **in partnership with** stakeholders who represent the communities impacted by the assessment. MHA Labs CBPR process identified the need for three distinct assessments that support a young person's pathway from "Cradle to Career". Each assessment comes with a data usage requirements guide. Each assessment will be validated by an independent third party in 2013-14.

Human Achievement Quotient™ (HAQ) Assessment

A formative, observed assessment used to measure 21st century skills in a "developmental" setting, whether in K-12 learning, college, or the workplace. The data is intended for formative use only.

Human Achievement College and Career (HACC) Assessment

A summative "point-in-time" observed assessment used to evaluate youth for workforce and college preparedness. This assessment can be used by employers and college admissions officers to screen potential candidates.

MHA Employee Appraisal (MEA)

A summative "point-in-time" observed assessment used to evaluate employee performance for promotion, retention and pay increase.

ASSESSMENT SYSTEM KEY: All three assessments measure the core 35 skills and use this scale.

NOVICE	EMERGING	CAPABLE	SKILLED	EXPERT	NOT OBSERVED
You've just begun: Person is new to or inexperienced at applying skill. Person does not yet demonstrate basic skill proficiency.	You're getting there: Person is beginning to demonstrate skill proficiency. Skill is arising but is not demonstrated each time the skill is required by the task or situation.	You've got it: Person consistently demonstrates skill proficiency needed for the task or situation.	You're good at it: Person demonstrates more advanced skill mastery. Person applies skill to more complex tasks or situations.	You're really good at it: Person applies the highest level of skill mastery in the most complex tasks or situations. May serve as a model for others.	Rater did not have an opportunity to observe the skill. This rating differs from Novice level where person being assessed was provided an opportunity to demonstrate the skill and did "not yet demonstrate basic skill proficiency."

Sample of assessment on reverse side >>>



For more information and ideas visit mhalabs.org

MHA Labs is a public/private research and development nonprofit designing products and services for 21st century skills development. With over 400 schools, organizations and workforce programs in its stakeholder base, MHA Labs innovates at the scale and diversity needed to turn promising practices into system solutions.

NAME _____ INSTRUCTOR'S NAME _____

CLASS/PROGRAM _____ DATE _____

Personal Mindset

	NOVICE	EMERGING	CAPABLE	SKILLED	EXPERT	NOT OBSERVED
» Needs minimal supervision to complete tasks.						
» Attempts to complete tasks independently before asking for help.						
» Follows rules/directions as required by the task/situation.						
» Maintains focus on tasks despite internal (e.g., emotional) and/or external distractions.						
» Avoids actions that have produced undesirable consequences or results in the past.						
» Strives to overcome barriers/set-backs, seeking assistance when needed.						
» Adapts approach in response to new conditions or others' actions.						

Planning for Success

	NOVICE	EMERGING	CAPABLE	SKILLED	EXPERT	NOT OBSERVED
» Sets and prioritizes goals that reflect a self-awareness of one's capabilities, interests, emotions, and/or needs.						
» Breaks goals into actionable steps.						
» Accurately estimates level of effort and establishes realistic timelines.						
» Manages time to complete tasks on schedule.						
» Applies existing/newly acquired knowledge, skills, and/or strategies that one determines to be useful for achieving goals.						
» Monitors progress and own performance, adjusting approach as necessary.						
» Demonstrates a belief that one's own actions are associated with goal attainment.						

Social Awareness

	NOVICE	EMERGING	CAPABLE	SKILLED	EXPERT	NOT OBSERVED
» Recognizes the consequences of one's actions.						
» Balances own needs with the needs of others.						
» Takes into consideration others' situations/feelings.						
» Develops and implements strategies for navigating in different contexts (i.e., manages different patterns of behavior, rules, and norms).						

Verbal Communication

	NOVICE	EMERGING	CAPABLE	SKILLED	EXPERT	NOT OBSERVED
» Organizes information that serves the purpose of the message, context, and audience.						
» Uses and adjusts communication strategies as needed based on the purpose of the message, context, and audience.						
» Signals listening according to the rules/norms of the context and audience.						
» Seeks input to gauge others' understanding of the message.						
» Asks questions to deepen and/or clarify one's understanding when listening to others.						

Collaboration

	NOVICE	EMERGING	CAPABLE	SKILLED	EXPERT	NOT OBSERVED
» Completes tasks as they have been assigned or agreed upon by the group.						
» Helps team members complete tasks, as needed.						
» Encourages the ideas, opinions, and contributions of others, leveraging individual strengths.						
» Provides feedback in a manner that is sensitive to others' situation/feelings.						
» Clarifies areas of disagreement/conflict that need to be addressed to achieve a common goal.						
» Seeks to obtain resolution of disagreements/conflicts to achieve a common goal.						

Problem Solving

	NOVICE	EMERGING	CAPABLE	SKILLED	EXPERT	NOT OBSERVED
» Defines problems by considering all potential parts and related causes.						
» Gathers and organizes relevant information about a problem from multiple sources.						
» Generates potential solutions to a problem, seeking and leveraging diverse perspectives.						
» Identifies alternative ideas/processes that are more effective than the ones previously used/suggested.						
» Evaluates the advantages and disadvantages associated with each potential solution identified for a problem.						
» Selects and implements best solution based on evaluation of advantages and disadvantages of each potential solution.						