

## Advocacy for Self and Others

| Criteria                                                             | Expert                                                                                                                                                                                                   | Practitioner                                                                                                                                                                                        | Apprentice                                                                                                                                                                     | Novice                                                                                                                                                                       |
|----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Makes own decisions about short and long term plans.</b>          | Develops and follows a personal plan to achieve short term and long term life and learning goals, and uses that plan to advocate/negotiate opportunities for him/herself.                                | Develops and follows a personal plan to achieve short term and long term life and learning goals.                                                                                                   | Establishes personal life and learning goals and works on them in and around a plan that may have been set up by others.                                                       | Is unaware of personal life and learning goals. Allows others to determine his/her short and long term plans.                                                                |
| <b>Practices assertive communication.</b>                            | Asks for what he/she needs, using “I” statements and without blaming others. Proposes solutions, consistently restating message while maintaining respect for others and keeping emotions under control. | Understands that to perform to fullest potential, personal needs and rights must be met.                                                                                                            | Values self and personal needs and rights.                                                                                                                                     | Allows others to ignore or violate his/her rights. Expresses thoughts, feelings, needs, and wants in such an apologetic, timid manner that others can easily disregard them. |
| <b>Fosters group responsibility of welfare of selves and others.</b> | Actively engages in multiple communities and initiatives. Challenges others to work interdependently and accept responsibly for welfare of others.                                                       | Actively engages in multiple communities. Fosters group responsibility for welfare of not only themselves but also others.                                                                          | Has membership but not active engagement in multiple communities. Recognizes the personal needs of alternate groups.                                                           | Is primarily concerned with seeing that their personal needs are met. Limits involvement in other communities.                                                               |
| <b>Works for positive change.</b>                                    | Actively negotiates positive change for self and/or others, clearly seeing both sides of the issue and proposing new processes or parameters that more effectively meet the needs of all stakeholders.   | Often proposes new processes or parameters, attempting to make change when needs of self and/or others aren’t met. Sees both sides of the issue and uses compromise to move forward when necessary. | Understands that people, groups and communities have the ability to make change when needs aren’t met by current processes and parameters. May focus on one side of the issue. | Accepts current processes and parameters without question.                                                                                                                   |