

ASSET-BASED FRAMEWORK GLOSSARY

Created in partnership with Aligned Impact

Asset: a valuable quality, skill, experience, or capacity possessed by a person or group

Experiential Learning: the process of learning through doing; typically involves testing new knowledge in real-world scenarios and then reflecting on what was learned

External motivation is motivation that comes from outside of yourself. For example, you may get a job because your parents are pressuring you to do so or because you need to pay your bills. Parental expectations and financial obligations are both external motivators.

Feedback Loop: a cycle of learning, action, reflection, and feedback that promotes and encourages growth and achievement

Formal education is learning that results in a diploma, degree, certification, or certificate. For example, you may have earned a high school diploma, associate degree, bachelor's degree, graduate degree, or a certification in CPR or welding.

Growth: an individualized process of development in which one moves closer to their goals

Informal education is different from formal education in that you may not have a diploma, degree, or certificate to show for it. For example, you may know how to fix a leaky sink, create a website, care for children, or host a large event. Or perhaps you have read a lot of books on a particular subject and have developed expertise in that area.

Internal motivation comes from within you and may be linked to your interests, values, and sense of purpose. For example, your interest in a topic may motivate you to pursue a particular career even if the external rewards (i.e. money) are low. The things that excite or inspire you are likely internal motivators.

Lived experience is experience and knowledge gained through your everyday life. Even though you don't usually include this type of experience on your résumé, it may be where your most important learning has taken place. What people, places, activities, and events have made you who you are today? As you evaluate your lived experience, think about different facets of your everyday life and consider what you have learned from your experiences at school, home, and in the community. What have you learned from participating in sports and other extracurricular activities? Are there specific challenges (for example, illness or loss) that have shaped you in significant ways?

GLOSSARY

Personal agency: sense of responsibility and control over one's own life.

Professional experience includes part-time jobs, full-time jobs, internships, and apprenticeships.

Proficiency Indicator: Emerging: Having little to no experience with a skill. Specific or intentional training and/or coaching is needed to become more experienced.

Proficiency Indicator: Developing: Having some experience with a skill. Additional training is needed or desired to become proficient.

Proficiency Indicator: Proficient: Having the ability to accomplish a skill with very little guidance, coaching, or training.

Proficiency Indicator: Advanced: Knowing a skill well enough to teach the skill to someone else. Having the confidence to coach and train others to be more proficient in that skill.

Support networks are made up of people in your life who help you to achieve your personal and professional goals. They may include individuals (e.g., family, friends, co-workers, teachers, therapists) as well as organizations (e.g., religious institutions, community groups, government assistance programs).

Volunteer experience includes community service with nonprofit organizations, as well as informal service like picking up trash in your neighborhood, providing free childcare, or taking an elderly neighbor to medical appointments.