



## **DMU Graduate Attributes**

Toolkit for academics and staff

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# Introduction to DMU Graduate Attributes

DMU Graduate Attributes build on good practice around the university, and aim to standardise the university's approach to ensure students gain vital skills for after their graduation as part of the core curriculum.

## Graduate Attributes background

Consultation with key stakeholders across the university and external partners provided the core piece of background research to support the work. Working with this range of stakeholders gave us a rich insight into how the attributes should be defined, and how they would connect with student outcomes.

The initial interviews with each stakeholder group facilitated the creation of broad list of potential attributes which were condensed down to 18, split across 6 themes:

- **Be Empowered**
- **Be Curious**
- **Be Enterprising**
- **Be Professional**
- **Be Connected**
- **Be More**

## How do we use this toolkit?

Each of the attributes relates to a different identified employability skill. The overarching themes categorise each attribute according to their application, and the student outcome they aim to achieve.

From an academic perspective, the curriculum on each taught course should reflect the Graduate Attributes to ensure that students demonstrate key employability skills when they graduate.

Embedding the Graduate Attributes into modules can take many different forms, and there is no definitive or prescriptive way of doing so. The examples at the end of the toolkit can provide some guidance as to the creative way in which Graduate Attributes have contributed to the learning experience of students so far.



Use the tool in the corner to jump to each attribute

# DMU Graduate Attributes diagram

The diagram on this page shows each of the attributes, and the themes they fit within. Each of these is an important part of a student's journey into employment and can be instilled as part of their course whilst at DMU.





be empowered

## Resilience:

The ability to adopt a positive approach to face challenges, overcome problems and learn from failure or setbacks. Not everything goes to plan. Accepting that, and identifying a way to move forwards helps you to develop both yourself and those around you.

## Growth Mindset:

This involves understanding that individual strengths and skills can be developed through education, hard work, listening to the right advice, and developing effective learning strategies. Success is not dependent on innate talent, your genes or your family background.

## Self-Awareness:

Self-Awareness involves having a strong understanding of one's own values, passions, aspirations, the kinds of environments you flourish in, your reactions to certain situations and the impact that you have on others.

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**be professional**

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### **Integrity:**

Having integrity involves being honest and having strong moral principles. It also involves having respect for yourself and others and demonstrating gratitude when somebody helps you.

### **Organisational Skills:**

This is the ability to work in a systematic and efficient manner. It involves how you manage your time and your workload effectively to achieve your objectives on time.

### **Accountability:**

Accountability means being responsible and accountable for your actions, whether good or bad.



**be enterprising**

### **Agility:**

Students that are agile can translate their strengths and skills into different job roles, situations and work environments. This requires you to understand the idea that you are always learning and adapting to new challenges. It also involves having confidence about your strengths and your capacity to deal with change.

### **Digital Capability:**

The skills and attitudes that enable you to thrive in a digital society. These will be different for different people but will include the ability to harness the use of Artificial Intelligence and other digital technologies to enhance both productivity and creativity at work. It will also involve having a strong understanding of the impact digital technologies can have on your own wellbeing.

### **Creativity:**

Creativity is about being able to show initiative or original thought processes as well as generating and apply new ideas and solutions.

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**be more**

### **Confidence:**

The ability to demonstrate self-belief or knowledge of your abilities and skills.

### **Independence:**

Having the confidence, maturity and ability to take ownership of tasks whilst thinking for oneself.

### **Positive work ethic:**

A set of attitudes, values and experiences that underpin and translate into behaviours within the workplace.

NAVIGATION







**be connected**

## **Empathy:**

This is the ability to understand other people's behaviour and appreciate different perspectives and worldviews. At its simplest, empathy allows you to interact successfully with people from diverse cultural backgrounds. When working in teams it helps you to support others effectively when they are facing challenges or need motivation.

## **Collaboration:**

The ability to work and cooperate productively with others in an inclusive and respectful manner. To work in partnership, and build relationships and networks with others.

## **Communication:**

The ability to adapt your communication style using a variety and your approach in a culturally sensitive way.





**be curious**



## **Problem Solving:**

To demonstrate a pro-active attitude in seeking effective, inclusive and fair solutions to problems that are encountered. It's the ability to work through a challenge or problem in a logical way to aim for the best possible outcome.

## **Critical Thinking:**

Being able to question and analyse ideas you encounter, looking for strong evidence and sound argument. Having the confidence and willingness to challenge people and institutions when what they say isn't well-argued, clearly evidenced or marginalises important perspectives or experiences.

## **Systems Thinking:**

Whether it be sustainability, the impact of Artificial Intelligence or social exclusion, society faces complex challenges. Systems thinking involves looking for relationships between different factors, exploring the root causes and thinking about the bigger picture when working towards a solution or considering issues. It can include considering multiple viewpoints, thinking both 'locally' and 'globally' and taking an inclusive, longer-term view when making decisions.

# Case studies

## Student work experience with Jaguar Land Rover:

International Business student Rishi gained key skills through the Graduate Attributes approach which saw him take up a place at Jaguar Land Rover (JLR). After securing a role as a Commercial Undergraduate, Rishi gained skills and experience to elevate his future applications over others entering the job market for the first time.

During his year at JLR, Rishi worked on many important projects including the company's electric vehicle and self-driving car technology.

Upon graduation, Rishi took up the position of Commercial Graduate at JLR, and was able to use his skills to help drive JLR towards the future.

Speaking of the Graduate Attributes, Sam Parkin, University Engagement Lead at Jaguar Land Rover said:

“The attributes resonate with many of the values we have at JLR; for example, within the “be connected” stream, inclusivity and cultural awareness, as well as collaboration and communication, are all critical and link well to our “Unity” value – which is about how we work as one”

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# Case studies

## Key partner FDM shares insights into Graduate Attributes:

FDM Group is a technology consultancy that has helped to launch 25000 careers in the sector since it started trading over 30 years ago. Graduate training provides a core element of the service FDM offers, with their coveted Graduate Programme fast-tracking careers in Software Engineering, IT Operations, and Change and Transformation, amongst other areas.

As a key source of Employment for DMU Graduates, the DMU Graduate Attributes showed the team at FDM that DMU takes graduate employability seriously.

Isal Abdellatif, University Partnerships Manager at FDM said:

“DMU’s graduate attributes ensure that students are equipped with an important set of skills when going into employment. Many of the graduate attributes are aligned to the strengths that we look for as an employer and the wide range of focusses in terms of attributes, means that students can develop a multi-faceted skillset, with an emphasis on developing ‘soft’ skills.”

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