WARWICK AWARD

Student Opportunity – Skills – Warwick Award – Core Skills Framework

Produced by Parmjit Dhugga, Steven Burke, Tom Greenaway, Dave Musson

In consultation with a range of advisors – see Academic Advisory Group memberships 2022

Original Framework finalised in Spring 2022

This version updated October 2026



Critical Thinking	
The ability to independently analyse facts, data, information, and opinions to form an evaluation and engage in debate.	
Subskill	**Definition**
Identifying	The ability to recognise and outline problems and questions and select or recognise an audience or interlocutor to engage with.
Clarifying	The ability to plan research to develop understanding, and determine concepts or viewpoints needed for effective analysis of a topic.
Questioning	The ability to interrogate a problem or a brief with focused terms of inquiry.
Interpreting	The ability to determine, assign, and explain meaning in any example of information.
Analysing	The ability to carefully examine information, identifying connections, contradictions, assumptions, and context.
Contextualising	The ability to identify and analyse the contemporary and historical causes and consequences of sources and arguments.
Evaluating	The ability to judge the quality and value of sources, evidence, and arguments.
Arguing	The ability to engage effectively in a debate by drawing on your interpretations, analyses, and evaluations, and comparing them to others.
Synthesising	The ability to articulate new patterns, arguments, and ideas based on examination of a range of different sources.

Teamwork	
The ability to work collaboratively.	
Subskill	**Definition**
Collaboration	The ability to work with others, creating something with a combined effort and drawing on individual expertise.
Managing Team Processes	The ability to set up a team, manage team meetings, and ensure that a project is followed through to completion.
Building/managing Rapport	The ability to create and maintain positive relationships in a team, so that team members feel they are working in a safe environment.
Inclusive Practices	The ability to create and maintain a teamwork environment that is inclusive and encourages all participants' contributions.
Overcoming and negotiating obstacles	The ability to work with your team through different difficulties that can occur during team projects.
Creativity in Teams	The ability to effectively manage the ideas of team members, build on each other's ideas, ensure that the idea space is collaborative rather than competitive.
Leadership/ managing tasks within a team	The ability to lead a team effectively and manage your team members – leading on certain tasks/understanding shared or participative leadership
Virtual Teamworking	The ability to work with team members online, managing virtual meeting technology and adopting different practices for virtual teamwork (around, for example, rapport building, managing meetings, creativity etc.)

Information Literacy	
The ability to understand the nature, value, use, and management of information.	
Subskill	**Definition**
Understanding Academic Information	The ability to recognise authority and credibility of academic sources and the confidence to challenge them. The ability to recognise the processes involved in the creation of academic information – publishing, editing and reviewing – and how they differ from non-academic sources.
Understanding Information outside of Academia	The ability to understand differences between published and unpublished works, built in bias etc.
Valuing and using information	The ability to give credit to the ideas of others – through citation, referencing *and an understanding of IP and copyright*.
Articulating an information need	The ability to ask appropriate questions for the level of the enquiry.
Searching for Information	The ability to locate and access information efficiently.
Managing Information	*The ability to find solutions for processing, storing and sending information*.
Selecting information	The ability to critically select the best and most appropriate sources for a specific need.
Using and creating information	The ability to integrate, synthesise and use information correctly.

Intercultural Awareness	
The ability to work productively with people from diverse backgrounds.	
Subskill	**Definition**
Intercultural Communication	The ability to communicate effectively with people from different cultural backgrounds.
Intercultural Relationships	The ability to build rapport with people from different cultural backgrounds.
Intercultural Sensitivity	The ability to reflect on your own actions, norms and identity in a multicultural setting and change your behaviour appropriately.
Intercultural Adaptation	The ability to take on new, challenging information, ideas and practices and accept them and adapt to them.
Intercultural Understanding	The ability to appropriately seek information about other cultures in order to inform you of how to behave in different cultural contexts.
Language Learning	The ability to learn a foreign language in order to communicate with people from different cultures.
Language Flexibility	The ability to use language flexibly in different multicultural contexts. This includes adapting your language to the audience, using language sensitively and able to use different styles of communication appropriately.

Problem Solving	
A process of defining a problem or challenge, then finding, designing, and selecting a solution to it.	
Subskill	**Definition**
Problem Design	The ability to determine, analyse, and summarise the problem or objective for which a solution needs to be found.
Intuitive Problem Solving	The ability to identify and evaluate solutions in a fast reactive way, using existing knowledge and emotional experience.
Creative Problem Solving	The ability to imaginatively and independently search for solutions that are original and previously unknown.
Co-Creating	The ability to work effectively with partners and teams to develop creative ideas and solutions.
Innovation	The ability to develop creative ideas and solutions through to broader uses.
Logical processing	The ability to find solutions and conclusions that are supported by definitions of the problem.
Logical Reasoning	The ability to find solutions and conclusions that examine and challenge definitions of the problem.
Cyclical Reflection	The ability to reflect on and evaluate periodically during the problem solving process.
Decision Making	The ability to select from solutions to a problem, waying up risk, effectiveness, and potential.
Learning from Failure	The ability to recognise imperfect or unsuccessful solutions, reflect on them and apply your judgement.

Self Awareness	
The ability to be aware of your own personality, strengths, and emotions, then learn and develop accordingly.	
Subskill	**Definition**
Self-Reflection	The ability to perceive and evaluate your cognitive, emotional, and behavioural processes, and set actions for development.
Critical Reflection	The ability to examine personal or group experiences, drawing on critical theories and methods to test or evaluate.
Learning Adaptability	The ability to remain open and receptive to new ways of learning and applying skills and experience.
Responsiveness to Opportunity	The ability to recognise and evaluate opportunities suitable to you, then act decisively on them.
Personal Worldview	The ability to articulate/express your beliefs, feelings, principles, and apply them to your attitudes, behaviours, and actions.

Communication	
The ability to convey or share ideas and feelings effectively, by speaking, writing, through digital channels, or using some other medium.	
Subskill	**Definition**
Creating discourse	The ability to formally organise knowledge, ideas, and experiences and express them through written or spoken communication.
Presentation and public speaking	The ability to deliver information to different kinds of audiences in an effective and engaging manner to a group of listeners.
Adapting output to audience	The ability to recognise the most appropriate method of communication for your audience and adapt your style and output accordingly.
Active listening	The ability to listen and respond to another person to improve mutual understanding.
Creative writing	The ability to use your imagination and creativity to express ideas and thoughts in a way which is personal to you.
Professional writing	The ability to write in a way that is clear, concise, and that conveys information and ideas quickly in a professional setting, allowing professionals to make informed decisions.
Nonverbal communication skills	The ability to convey information without the use of words.

Digital Literacy	
The ability to live, learn, and work in a society where communication and access to information is through digital technologies like internet platforms, social media, and mobile devices.	
Subskill	**Definition**
IT skills	The ability to use the software and hardware of devices such as a personal computer, laptop, or a tablet.
Data skills	The ability to analyse data and make informed recommendations to your employer, supervisor, colleagues, peers, or other audience.
Information evaluation	The ability to determine relevance, accuracy, and overall credibility of sources and information.
Data security	The ability to protect digital information from unauthorized access, corruption, or theft throughout its entire lifecycle.
Social media content creation and management	The ability to create effective social media strategies and campaigns – including content planning and creation, customer service, social listening, budgeting, and data analysis.
App development	The ability to create mobile applications, develop better security measures and maintain their competitive advantage in the industry.
Search Engine Optimisation - SEO	The ability to increase the quantity and quality of traffic to your website through organic search engine results.
Software creation	The ability to create successful programs and applications, which typically involves using mathematical knowledge and a capacity for problem-solving to write source code.
UX/UI (user experience design and user interface design) development	The ability to design a pathway where all points of contact, from the opening of a product's box to the layout of its digital interfaces, are easy and enjoyable to navigate.
Data visualisation	The ability to present data in a graphical or pictorial format to aid understanding and engagement.
Reputation management	The ability to use digital channels to identify, monitor, and influence public opinion about a business or brand.
Personal brand	The ability to shape the public perception of you as a brand by having a consistent voice, personality and biography on the various platforms, but also grow and change as you move through your career.
Using Learning Technologies	The ability to engage with and use different learning technologies effectively

Ethical Values	
The ability to operate in the workplace with high moral standards – namely being fair, respectful, compassionate, honest, and responsible – as well as negotiate the sometimes-difficult situation of taking responsibility for your own actions.	
Subskill	**Definition**
Integrity	The ability to do the right thing even in challenging circumstances and behave honourably even when no-one is watching.
Trustworthiness	The ability to be honest, dependable, and reliable.
Compassion	The ability to recognise the emotions of others and act on them if necessary.
Empathy	The ability to recognise emotions and to share perspectives with other people.
Accountability	The ability to take ownership of your own thoughts, behaviours, actions, and performance.
Organisational values	The ability to understand the objectives, purpose, and character of an organisation or community, and adapt them into specific individual behaviours.
Freedom of expression	The ability of an individual or group of individuals to express their beliefs, thoughts, ideas, and emotions about different issues free from censorship.
Inclusivity	The ability to hear all voices within your organisation and act on what you're hearing.
Being aware of unconscious bias	The ability to recognise and address any prejudice or unsupported judgments in favour of or against one thing, person, or group as compared to another, in a way that is usually considered unfair.

Professionalism	
The ability to be reliable, set your own high standards, and show you care about every aspect of your job by being industrious and organised, and holding yourself accountable for your thoughts, words, and actions.	
Subskill	**Definition**
Responsiveness to change	The ability to adjust to short-term change quickly and calmly, so that you can deal with unexpected problems or tasks effectively.
Accountability and responsibility	The ability to take ownership of your own thoughts, behaviours, actions, and performance.
Time management	The ability to use your time productively and efficiently.
Project management	The ability to effectively coordinate a project from start to finish.
Risk management	The ability to minimise threats and maximise outcomes in a situation and take action to avoid either the problem or its consequences.
Operating autonomously	The ability to work by yourself and get the job done with minimal direction and supervision.
Resilience	The ability to face and adapt to challenges, overcome, and recover from them.
Personal impact	The ability to understand how others perceive your actions and how these impact others.
Leadership	The ability to motivate a group of people to act toward achieving a common goal.
Emotional literacy	The ability to understand and manage your emotions and the emotions of others.
Negotiation	The ability to have a dialogue between two or more people with conflicts to be resolved, with the aim of helping settle differences by reaching a compromise that satisfies all parties involved.
Working under pressure	The ability to deal with constraints which are often outside of your control, and maintain level-headedness when urgent needs arise instead of getting stressed out and overwhelmed.
Attention to detail	The ability to complete work tasks with thoroughness, accuracy and consistency.
Creative thinking	The ability to consider something in a new way, and come up with innovative solutions to a problem.

Sustainability	
Conditions for developing capabilities towards balancing the needs of human culture and wider environments for the present and future. ***OR*** **The ability to develop capabilities towards balancing the needs of human culture and wider environments for the present and future.**	
Subskill	**Definition**
Systems Thinking	The ability to recognise cause and effect in complex systems.
Future Thinking	The ability to understand and evaluate multiple futures - possible, probable and desirable - and to create your own vision for the future.
Critical Thinking	The ability to independently analyse facts, data, information, and opinions to form an evaluation and engage in debate.
Normative Competency	The ability to understand and reflect on the norms and values that underpin your own actions and those of others.
Strategic Thinking	The ability to develop and plan sustainable solutions and alternative approaches, applying time management, risk management, and responsiveness to change.
Strategic Problem Solving	The ability to apply different problem-solving frameworks to complex sustainable development problems, developing viable, inclusive and equitable solutions, then plan thoroughly for implementation and put those plans into action.
Sustainable Self Awareness	The ability to reflect on your own values, perceptions and actions in the context of local and global values, interests, and agendas, in order to take responsibility and act on your own agency to drive sustainable action.
Responsible Participation and Collaboration	The ability to engage in effective collaborative discussion and action with others, integrating variable ethical and professional perspectives across diverse contexts and situations.

Organisational Awareness	
The ability to understand how organisations work and act on that knowledge to interact effectively with and within them.	
Subskill	**Definition**
Organisational Research	The ability to undertake research into an organisation.
Talent Management	The ability to Attract, Retain and develop Talent
Achieving Organisational Goals	The ability to contribute towards the goals of an organisation that you are part of or working with.
Networking	The ability to network – to learn about the key people in an organisation and engage with them, use your acquaintance with them to achieve yours/your team's goals.
Corporate Social Responsibility/Social Impact	The ability to understand the responsibilities of organisations in society and act upon them on behalf of your organisation.
Organisational cultural awareness	The ability to adapt your behaviour to suit the values, strategies, structures and operations of an organisation
Commercial Awareness	The ability to understand what makes an organisation successful
External stakeholder awareness	The ability to understand how external stakeholders affect an organisation's business operations and how these affect business strategies.
Market Awareness	The ability to analyse the market needs and demands in which an organisation is operating in.