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| **Year 11** | **(1-2)** | **(2-3)** | **(3-4)** | **(5-6)** | **(6-7)** | **(8-9)** |
| **Listening**  ***The receiving, retaining and processing of information or ideas*** | I show I am listening by summarising or rephrasing what I have heard | I am aware of how a speaker is influencing me through their tone | I am aware of how a speaker is influencing me through their language | I listen critically and compare different perspectives | I listen critically and think about where differences in perspectives come from | I listen critically and identify potential bias in different perspectives |
| **Speaking**  ***The oral transmission of information or ideas*** | I speak engagingly by using visual aids to support my points | I speak engagingly by using tone, expression and gesture to engage listeners | I speak adaptively by changing my language, tone and expression depending on the response of the listeners | I speak adaptively by planning for different possible responses from listeners | I speak adaptively by changing my content depending on the response of the listeners | I speak influentially by changing the structure of my points to best persuade the listeners |
| **Problem Solving**  ***The ability to find a solution to a situation or challenge*** | I explore complex problems by analysing the causes and effects | I create solutions for complex problems by generating a range of options | I create solutions for complex problems by evaluating the positive and negative effects of a range of options | I analyse complex problems by using logical reasoning | I analyse complex problems by creating and testing hypotheses | I implement strategic plans to solve complex problems |
| **Creativity**  ***The use of imagination and the generation of new ideas*** | I develop ideas by using mind mapping | I develop ideas by asking myself questions | I develop ideas by considering different perspectives | I innovate effectively when working in a group | I innovate effectively by seeking varied experiences and stimuli | I support others to innovate by sharing a range of tools |
| **Staying Positive**  ***The ability to use tactics and strategies to overcome setbacks and achieve goals*** | I look for opportunities in difficult situations, and share these with others | I look for opportunities in difficult situations, and adapt plans to use these opportunities | I look for opportunities in difficult situations, and create new plans to use these opportunities | I identify risks and gains in opportunities | I identify risks and gains in opportunities, and make plans to manage them | I support others to stay positive, by managing my own responses |
| **Aiming High**  ***The ability to set clear, tangible goals and devise a robust route to achieving them*** | I set goals and secure the right resources to achieve them | I set goals and plan to involve others in the best way | I create plans that are informed by my skill set and that of others | I create plans that include clear targets to make progress tangible | I create plans that are informed by external views, including constructive criticism | I develop long-term strategies taking into account strengths, weaknesses, opportunities and threats |
| **Leadership**  ***Supporting, encouraging and developing others to achieve a shared goal*** | I recognise the strengths and weaknesses of others in my team | I recognise the strengths and weaknesses of others in my team, and use this to allocate roles accordingly | I support others through mentorship | I support others through coaching | I support others through motivating them | I reflect on my own leadership style and its effect on others |
| **Teamwork**  ***Working cooperatively with others towards a shared goal*** | I contribute to group decision making, encouraging others to contribute | I improve the team by not creating unhelpful conflicts | I improve the team by resolving unhelpful conflicts | I improve the team by building relationships beyond my immediate team | I influence the team by reflecting on progress and suggesting improvements | I influence the team by evaluating successes and failures and sharing lessons |