Eight Individual-Level Knowledge & Skill Sets for Effective Change Agents

- **Scholarship** — Application of theory & research
- **Systemic Thinking** — Understanding interdependencies & context of systems
- **Reflection** — Self-inquiry, questioning, learn from past to improve future
- **Practice** — Executing plans, integrating knowledge into action
- **Collaboration** — Working with others, building bridges, networking
- ** Advocacy** — Raising awareness of needs, supporting others
- **Civic/Political/Stakeholder Engagement** — Engaging the policy/money systems
- **Ethical** — Commitment to promoting the good of others, including the ecosystem

One Integrative Essential for Effective Change Agents

- **Leadership** — The skill to guide, empower, facilitate and assess the work of others along with the ability to inspire and motivate their efforts toward the common good

No ONE person can be strong in all the needed areas of knowledge, skill, and attitude

- Groups of change agents should include people with complementary skill-sets and attitudes
- Diversity along many dimensions is critical

Organizations are larger-scale, coordinated actors for social change

- Must be composed of complementary groups of people with mix of knowledge, skill-sets
- Culture of the organization reveals values & ethics

While social changes can occur at ANY and ALL levels

- The INDIVIDUAL drives the GROUP drives the ORGANIZATION
- Supports collaboration-base change at the community and societal level
- It all starts with the one. You.