**Summary of Changes  
Entrepreneurship Competency Model**

The Entrepreneurship Competency Model was updated twice in December 2022 and February 2025.

**February 2025 Update:**

Updates have been made on Tiers 1 and 2, to align with the new Building Blocks Model, including the addition of new digital literacy competencies.

**December 2022 Update:**

# Tier 1: Personal Effectiveness Competencies

* Changed 1.1 Interpersonal Skills
* Moved *~~1.2 Initiative~~* to *1.4 Initiative*.
* Added *1.2 Integrity*.
* Removed *~~1.3 Ambition~~*.
* Added *1.3 Professionalism*.
* Moved ~~1.4 Adaptability & Flexibility~~ to 1.6 Adaptability and Flexibility
* Removed ~~1.5 Willingness to Take Risks.~~
* Added 1.5 Dependability and Reliability.
* Added 1.7 Lifelong Learning.

# 1.1 Interpersonal Skills

* Changed competency description: Displaying the skills to work effectively with others from diverse backgrounds.
* Added key behavior title: 1.1.1 Demonstrating sensitivity/empathy:
  + Added key behavior descriptions:
    - 1.1.1.1 Show sincere interest in others and their concerns.
    - 1.1.1.2 Demonstrate sensitivity to the needs and feelings of others.
    - 1.1.1.3 Look for ways to help people and deliver assistance.
* Changed key behavior title: 1.1.2 Demonstrating insight into behavior
  + Changed key behavior descriptions:
    - ~~1.1.1.1 Interpret~~ Recognize and accurately ~~the verbal and nonverbal behavior of others Show insight into~~ interpret the ~~actions and motives~~ communications of others as expressed through various formats (e.g., writing, speech, American Sign Language, computers, etc.).
    - Recognize when relationships with others are strained.
    - ~~Assess the abilities and personalities of others~~
    - Show understanding of others’ behaviors and motives by demonstrating appropriate responses.
    - Demonstrate flexibility for change based on the ideas and actions of others.
    - Asses the abilities and personalities of oneself and others.

The Entrepreneurship Competency Model was updated in February 2021. The update added health and safety-related competencies. The additions are shown below.

# Tier 1: Personal Effectiveness Competencies

* No changes were made to the Tier 1 Competencies.

# Tier 2: Academic Competencies

* Added key behavior description to competency *2.5 Communication- Listening & Speaking*.

# 2.5 Communication- Listening & Speaking

* Added key behavior description: 2.5.1.8 Ask questions or report problems or concerns to people in authority when information or procedures are unclear or need improvement, or when feeling unsafe or threatened in the workplace.

# Tier 3: Workplace Competencies

* Added competency title: *3.8 Health and Safety: Supporting a safe and healthy workplace*.

# 3.8 Health and Safety

* Added key behavior title: *3.8.1 Maintaining a Healthy and Safe Environment*
  + Added key behavior descriptions:
    - 3.8.1.1 Take actions to ensure the safety of self and others, in accordance with established personal and jobsite safety practices
    - 3.8.1.2 Anticipate and prevent work-related injuries and illnesses
    - 3.8.1.3 Comply with federal, state, and local regulations, and company health and safety policies
    - 3.8.1.4 Recognize common hazards and unsafe conditions that occur at work, their risks, and appropriate controls to address them
    - 3.8.1.5 Follow organizational procedures and protocols for workplace emergencies, including safe evacuation and emergency response
    - 3.8.1.6 Maintain a sanitary and clutter-free work environment
    - 3.8.1.7 Administer first aid or CPR, if trained, and summon assistance as needed
    - 3.8.1.8 Properly handle and dispose of hazardous materials
* Added key behavior title: 3.8.2. Safeguarding one’s person.
  + Added key behavior descriptions:
    - 3.8.2.1 Engage in safety training
    - 3.8.2.2 Use equipment and tools safely
    - 3.8.2.3 Use appropriate personal protective equipment
    - 3.8.2.4 Recognize how workplace risks can affect one’s life and one’s family
    - 3.8.2.5 Understand the legal rights of workers regarding workplace safety and protection from hazards
    - 3.8.2.6 Report injuries, incidents, and workplace hazards to a supervisor as soon as safely possible
    - 3.8.2.7 Contribute to discussions of safety concerns in the workplace, making suggestions as appropriate

# Tier 4: Entrepreneurship Technical Competencies

* No changes were made to the Tier 4 Competencies.

# Tier 5: Entrepreneurship Focus Areas

* No changes were made to the Tier 5 Focus Areas.