

Applied Adlerian Psychology and Leadership: Student Learning Outcomes

KPI = Key Performance Indicator | SLO = Student Learning Outcome | I = Introduced | R = Reinforced | A = Applied

Student Learning Outcomes	Course
I. Competency: Relational Development	
KPI #1: Ability to integrate concepts for the understanding of relationship management and conflict resolution	
SLO (I): Students will be able to name the core tenets in the Individual Psychology of Alfred Adler and recognize how they can influence relationships.	511
SLO (R): Students will be able to explain the core tenets within relationships, across contexts, and how establishing an empathic, mutual, and collaborative relationship, through encouragement, will assist with conflict resolution; strengthening an overall system.	714
SLO (A): Students will be able to apply core tenets to current relationships in resolving conflict; building cooperation and a sense of belonging amongst one's-self and others.	750
II. Competency: Systemic understanding of Human Nature and its influence on organizational health	
KPI #2: Understand what a healthy organization is and how the lifestyle of the organization, itself, as well as individual members' lifestyles within it, can promote or create barriers to its healthy functioning.	
SLO (I): Students will be able to describe how lifestyle influences current movement, behavior and relationships.	511
SLO (R): Students will be able to illustrate an understanding of the development of the lifestyle, its components, and resulting mistaken beliefs that can be problematic in personal, social and professional contexts.	719
SLO (A): Students will be able to apply lifestyle in personal and professional relationships to effect positive change; will be able to evaluate systemic concerns through the use of one's own and members' lifestyle conviction material, ascertaining how they and organizational members function within the system and came to see and operate within their own familial origins.	719
III. Competency: Encouragement in Leadership	
KPI #3: KPI: Ability to promote an encouraging environment through leadership	
SLO (I): Students will be able to recognize misbehavior as an expression of discouragement in an organization.	713
SLO (R): Students will be able to translate the use of core tenets in addressing root causes of discouragement	713
SLO (A): Students will be able to employ skills for implementing the core tenets to encourage consideration of alternatives in problem solving.	713
IV. Competency: Social Interest in an Organizational Structure	
KPI #4: Ability to develop social interest in one's-self and others to promote a sense of belonging, cooperation and resiliency.	
SLO (I): Students will be able to describe social interest and striving, and how they play a role in the democratic process within an organization.	511

SLO (R): Students will be able to relate the role social interest plays in promoting the individual sense of belonging within an organization, and how it is reflected in the life tasks (work, social and love).	713
SLO (A): Students will be able to implement ethical and culturally relevant strategies in addressing overall relational and organizational development through a democratic process which strengthens the sense of belonging, cooperation, and resiliency.	750
V. Competency: Systematic and Environmental Factors	
KPI #5: Demonstrate how cultural and social conditions impact the well-being of an organization.	
SLO (I): Students will be able to identify barriers to cooperation in personal and professional relationships.	709
SLO (R): Students will demonstrate an understanding of how cultural and social conditions impact the well-being of an organization, including relationships, roles, and collective functioning.	714
SLO (A): Students will be able to evaluate the cultural and social conditions of an organization and present a case which illustrates how to improve the organizations functioning.	714