# Personal and Social Capability glossary

attributes

Individual qualities or characteristics that make someone who they are and contribute to their thoughts, decisions and behaviours.

collaboration

Effective and respectful cooperation, working as a pair, group or team, to achieve a common goal or series of goals, for example by communicating clearly, sharing responsibility, demonstrating flexibility, valuing others’ contributions and engaging in compromise and consensus-building.

distribution of power

The dynamics of power in personal, group or team relationships; power may be dispersed equally or unequally and may change over time and shift depending on context, and can be affected by gender, culture, age and socioeconomic norms.

diversity

The mix of people in a group, society or location, or differences between members of similar groups, with regard to factors such as culture, class, gender, sexuality, family structure, abilities, age, and political and spiritual beliefs.

emotional complexity

The experience of feeling both negative and positive emotions at the same time, sometimes known as having mixed emotions, for example feeling sadness, excitement and trepidation when graduating from school or feeling happiness, wonder and fear when swimming in the ocean.

emotional response

An individual’s cognitive, physiological and behavioural reactions to internal or external events or conditions, for example feeling worried about taking a test, experiencing increased heartbeat, and jiggling a foot or grimacing.

empathetic communication

A dynamic process involving the use of verbal and non-verbal skills to actively listen to, perceive and appreciate the perspectives, experiences and emotions of others, and communicate understanding back in a supportive way; for example, using encouraging language to validate another’s feelings, or listening without interrupting.

enablers and barriers

Environmental, social or individual factors that enable or impede progress towards one’s goals; for example, factors associated with culture, gender, health, social equity, socioeconomic status, access to resources, geography, family or peer pressure, attitude, motivation and skill level.

personal growth

An intrinsic socio-cognitive process that involves the development of all aspects of a person, including mental, physical, social, emotional and spiritual aspects; for example, developing increased self-awareness to identify and communicate one’s likes and dislikes.

personal strengths

Knowledge, skills and talents possessed by an individual, which are expressed through thoughts, feelings and behaviours and play a vital role in personal growth, resilience and success for oneself and for others; for example, love of learning, curiosity, optimism, integrity and a sense of humour.

power

The generation of effects that influence people’s ability to determine the conditions of their lives; power is affected in and through social relations and may be exercised through behavioural, structural or discursive mechanisms. Power may be controlling and coercive or positive and productive.

self-efficacy

An individual’s belief in their ability to succeed in completing a task or reaching a goal, fostered through developing strategies that support responding to challenge, working independently and making responsible decisions.

social cohesion

The extent of wellbeing, belonging, equity, connectedness and opportunity for all members of a community, enabled by the willingness of its members to cooperate with one another in order to survive and prosper.

team

An interdependent group of people working towards a common goal, either collaboratively or semi-independently, or a combination of both.