



TTUHSC Development Program

Compass Program

Program Overview: This 3-month program is steeped in our shared core values and designed to help every team member strengthen essential skills, grow with confidence, and navigate their work with clarity and purpose.

Program Structure: Cohort-based (limit 50 team members per cohort)
Participants will be required to complete 5 mandatory courses and 3 elective courses. Mandatory courses consist of an eLearning, quiz, and a discussion question. Elective courses consist of an eLearning and quiz. The Compass Program is currently under review for a microcredential (digital badge).

Registration: Registrations are currently being accepted for the 2026 cohorts. Registration and supervisor recommendation forms can be found on the [Office of People and Values](#) website. It is the responsibility of the applicant to obtain supervisor permission to participate in this program.
Registration will only be accepted after both the Application AND Supervisor forms are submitted.

Program Fee: No fee for this program.

Program Dates:

Cohort CP2026-1

1-hr eLearning, quiz and discussion question to be completed within the time-frames listed below.

Apr 6 - 17	Accountability
Apr 20 – May 1	Active Listening
May 4 - 15	Building Trust
May 18 - 29	Growth Mindset
June 1 - 12	Positive Defining Moments
June 15 - 30	3 Elective Courses (each consisting of a 1-hour eLearning and Quiz)

For 2026 Cohorts 2 and 3, dates will be released May 18th.





Compass Program Course Descriptions

Mandatory courses:

1. Accountability

Accountability is essential for healthy teams and strong workplace culture, yet it is often misunderstood or avoided due to fear of conflict or discomfort. When approached without care, accountability can feel punitive; when approached with grace, it becomes a powerful tool for clarity, learning, and shared responsibility. During this course, we will explore what accountability with grace looks like in practice, why emotional intelligence and psychological safety matter, and how values-aligned behaviors can support accountability conversations that strengthen trust rather than erode it.

2. Active Listening

Listening is a powerful communication skill that helps us connect with others and understand important information. While we listen every day, often we overestimate how well we do it. The challenge starts with how we define listening, and for what reason we are listening to begin with. During this course, we will explore how we can strengthen our active listening ability and use it to strengthen our professional relationships.

3. Building Trust

Trust is a foundational professional skill that influences how we communicate, collaborate, and work with others. While trust is often assumed, it is built over time through consistent behaviors and everyday interactions. The challenge begins with how we define trust and how our actions are experienced by others. In this course, we will explore what trust is, why it matters in professional settings, and how we can strengthen trust through intentional behaviors that support effective working relationships.

4. Growth Mindset

Our mindset influences how we approach challenges, learning, and change at work. Developing a growth mindset helps us see setbacks as opportunities to improve rather than as reflections of our limitations. During this course, we will explore the difference between fixed and growth mindsets, understand why mindset matters in professional success, and how you can begin to shift toward growth-focusing thinking.

5. Positive Defining Moments

In everything that we do, our work impacts ourselves and those around us. Learning how to deliver positive Defining Moments can help us shape our culture, strengthen our relationships, and serve one another with intention and empathy.





Elective Courses (choose 3):

- **Critical Conversations**

When we enter into difficult conversations, we often believe that we will rise to the occasion. Unfortunately, that's rarely the case. Instead, we find ourselves slipping into poor communication by making common preventable mistakes. The issue starts with our preparation, and often our lack of it. In this course, we will explore how we can prepare for these conversations with emotionally intelligent communication.

- **Interpreting with Care**

In every conversation, meeting, or decision we make, our personal experiences, beliefs, and biases quietly influence how we interpret what's happening around us. Sometimes we do not even realize it – but those hidden filters can dramatically affect how we communicate and collaborate with others. During this course, we will take a closer look at how our viewpoints, perspectives, and assumptions shape the way we see situations – and how checking them can lead to clearer understanding, better teamwork, and stronger relationships.

- **Psychological Safety**

Psychological safety is the foundation of high-performing teams, open communication, and a culture where people feel safe to take risks, share ideas, and learn from mistakes. This course provides learners with a practical, engaging, and research-backed understanding of what psychological safety is—and how to create it consistently in their own teams and organizations.

- **Building Resilience**

Change, stress, and uncertainty are a normal part of work and life. But how we respond to those challenges makes all the difference. Resilience is not about ignoring problems or pretending everything is fine. It's about finding ways to adapt, recover, and even grow through adversity. During this course, we will explore what resilience really means, why it matters at work, and practical ways to build your own "resilience muscle."

- **Generational Differences**

Today's workforce is more generationally expansive than ever—bringing together Traditionalists, Baby Boomers, Gen X, Millennials, and Gen Z, each with unique values, communication styles, expectations, and work habits. This broad range of generations can fuel innovation and problem-solving, but it can also lead to misunderstandings, conflict, and missed opportunities when not managed intentionally. This course equips learners with the knowledge and practical skills needed to navigate generational differences with confidence and respect.

