

Supplementary File S2.Competences Framework of Students4Change and Tools

Functional Competence	Tool
1. Social Analysis	Customer Journey Map Identifying an Objective Audience
2. Openness	Brainstorming Co-creating sessions Creative Hats
3. Theoretical Knowledge	Delphi Method Focus Groups Surveys Mental Map Secondary Research Sources
4. Entrepreneurship	Customer Journey Map People and Connections Map
5. Identifying problems and solutions	Problems and Opportunities Tree
6. Research	Delphi Method Focus Groups Surveys Mental Map Secondary Research Sources SWOT Analysis Methodology
7. Getting the community involved	Customer Journey Map Identifying Support Networks Mental Map People and Connections Map
8. Critical Thinking	Creative Hats Defining the Challenge Fast Prototyping Ideas Generation Problems and Opportunities Tree
9. Proactiveness	Defining Success
10. Productivity	Logical Models
11. Values	Alliance Building Team Building
12. Recognising Opportunities	Customer Journey Map Identifying Support Networks Lean Start-Up Methodology People and Connections Map Social Canvas Business Plan
Behaviour Competences	Tools
13. Autonomy	Problems and Opportunities Tree Project Evaluation Project Management PMI Method
14. Commitment	The Five Whys Stakeholders Map Team Building
15. Communication	Ideas Generation Mental Map Pitch Storytelling Generating Ideas
16. Empathy	Defining the Challenge Empathy Map
17. Responsibility	Project Management PMI Method

18. Collaborative Team-work	Belbin Team Roles Brainstorming Co-creating Sessions Creativity Workshop Delphi Method
Technical Competences	Tools
19. Creativity	Brainstorming Co-creating sessions Creative Hats Creativity workshops Inspiration by Analogy Storytelling
20. Managing Finance Capital	Defining Success Financial Strategy Investor Decision Flower Lean Start-up Methodology
21. Social Impact	Alliance Building Change Theory Defining the Challenge People and Connections Map Stakeholders Map
22. Leadership	Inspiration by Analogy Investor Decision Flower
23. Social Innovation planning	Defining the Challenge Benchmarking Brainstorming Creativity workshops Fast Prototyping Improvement Triggers Innovation Flow Diagram Lean Start-up Methodology PATRI Framework Social Canvas Business Plan

Source. (Students4Change 2019)