

Examples of Intellectual Capital Assets of Librarians and Information Professionals

Skills	Analytical skills, coaching and mentoring skills, communication skills, critical thinking skills, facilitation and negotiation skills, high digital literacy skills, interviewing skills, knowledge creation, knowledge capture, knowledge preservation, knowledge sharing, knowledge elicitation, narrative intelligence, privacy practices, research skills, strong organizational skills, teaching and training experience, technical skills
Attitude	Adaptability, advocacy, attitude to universal access, coaching, continuous learning, creativity, collaborative attitude, eager to learn, emotional intelligence, engagement, knowledge sharing, mentoring, pro-literacy attitude, self-learning, self-motivation, self-reflection and review, service attitude, situational learning approach, social intelligence, visioning, willingness to work in teams
Explicit Knowledge	Collection development policies, collection guides, conference proceedings, formal educational credentials, frequently asked questions, information standards, presentations, professional publications, reading lists, webinars, workshops
Procedural Knowledge	Acquisitions and selection knowledge, budgeting knowledge, cataloging knowledge, circulation knowledge, facilities management knowledge, information finding strategies, knowledge of sources, literacy training knowledge, personnel management knowledge, program planning knowledge, reference service knowledge, search strategy formulation knowledge, storytelling knowledge, system design knowledge
Culture	Collaborative, community-oriented, fair rewards and recognitions, service orientation and attitude, learning culture, mentoring and coaching culture, open mindedness, open to different types of learning experiences, open to experimentation, strong community culture
Networks	Author networks, citations to other works, library science community, public sector community, publisher networks, religious community network, social networks, subject matter networks, voluntary sector
Reputation	Business relationships of the individuals, connections to civic organizations, connections to public sector agencies and departments, political connections and affiliations, professional association reputations of individuals, reputation for service, reputation in the subject domain, satisfaction rate with library service