

Bridging Academic and Career Functions within the New Workplace

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DO



SAY

1 ?

Are you learning as quickly as the world is changing?



**4th Industrial
Revolution**

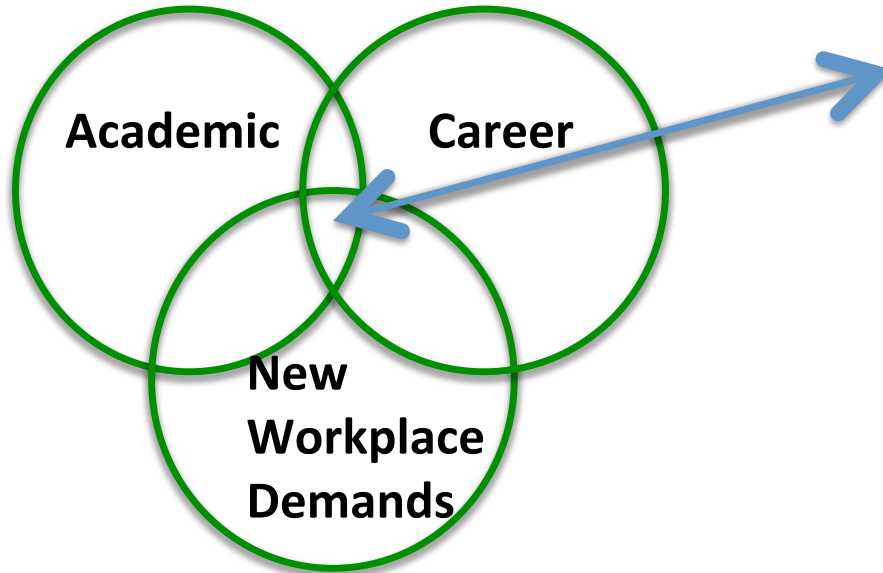
New cognition Practice Trust



1 Rec

4 D_oI_TY _{Yourself} Tools

Bridging Academic and Career Functions within New Workplace



Career Development Interventions and Programs

Adult Learning Symposium, Future of Work-Future of Learning
Singapore November 3-4, 2016

Bridging Academic and Career Functions within the New Workplace

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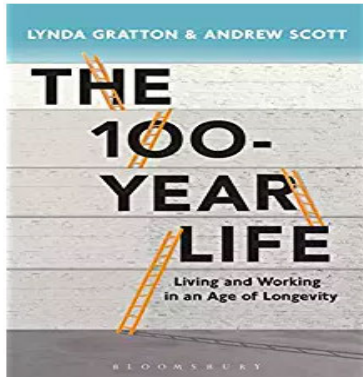
How does the workplace look different than it did during your youth? How does career success require new skills for a workplace shaped by technology, labor cost equalization, demographic and longevity trends? How are learning efforts connected to internal motivation, natural aptitudes, and opportunities for growth and professional development? How are adults embracing changing notions of jobs, definitions of work, and employment's impact on their identity (Morgan, 2014)? These questions drive the need for adopting career development as key to bridging the academic and career functions in *Industries of the Future* (Ross, 2016). A workplace that demands the ability to identify emerging talent based on real performance of aptitudes, motivation to remain curious, and worker engagement connected to finding new ways to add value. As career development builds bridges to answer these questions, educators and governments will more efficiently be able to connect labor supply and demand.

Career guidance, adult training, and talent management are undergoing transformation worldwide. Each is often seen as the responsibility of different sectors provided to different age and skill-level groups. Now they are becoming requirement for doing business in the local and global marketplace. All three demand public and business partnerships if adults are to truly embrace lifelong learning, realistic expectations about change, and the need to remain skill relevant as the use of data shapes sustainable work options. Investing in career development as Singapore is doing within programs like SkillsFuture <http://www.ssg-wsg.gov.sg/> can help to bridge learning and career functions.

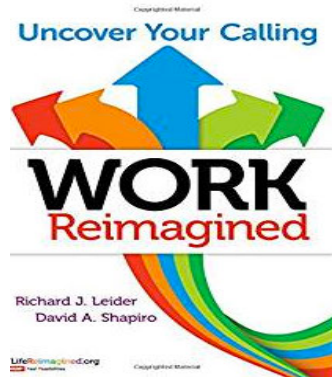
For countries to compete in the war on talent, employee skills must be developed

Career Development Asks “How Do We Want to Live?”

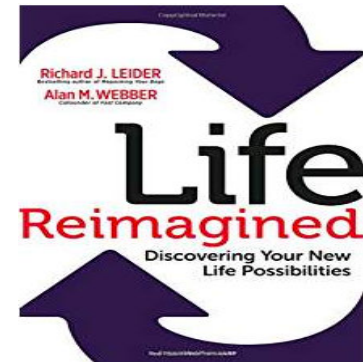
Education



Work



Retire



education = Engagement

work = Purposeful Commitments

retire = Living a Life of Curiosity




An aerial night view of a city with a large, glowing, stylized '4' in the center. The '4' is composed of many small, bright lights, creating a grid-like pattern. The city lights are visible in the background, and the overall scene is dark with some light trails from traffic.

4th Industrial Revolution

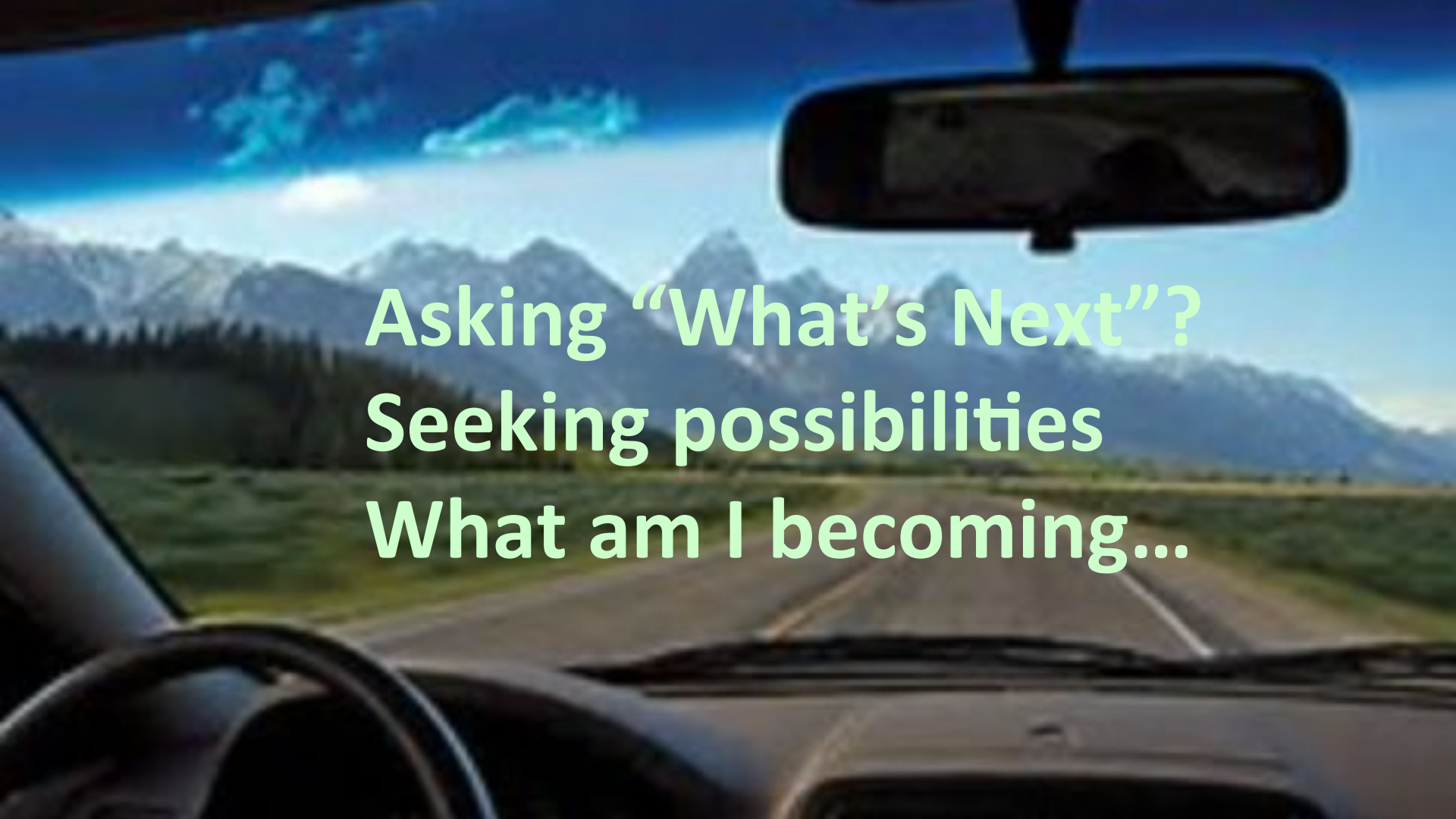


**Career
Development =
2 Stories**



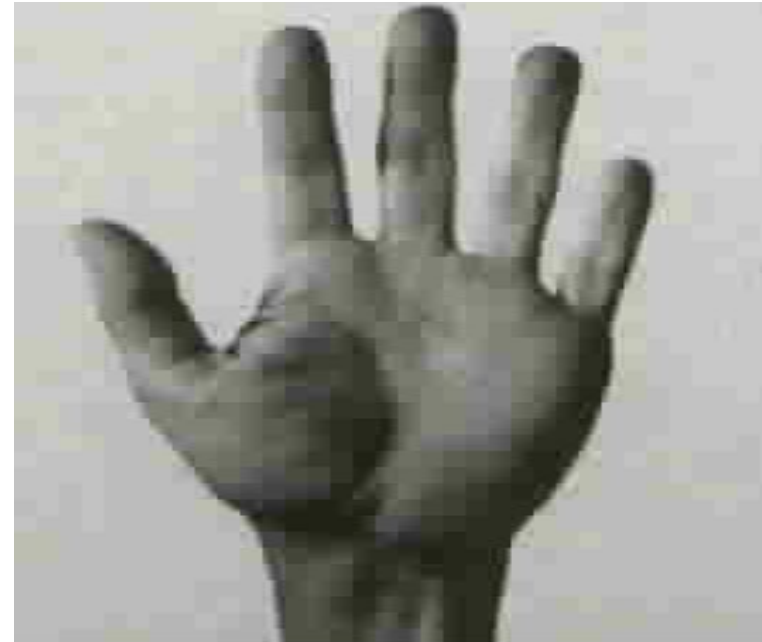
A close-up photograph of a car's side-view mirror. The mirror's reflection shows a two-lane road with a yellow center line, stretching into the distance under a blue sky with light clouds. The car's body is visible in the lower right corner of the reflection. Overlaid on the right side of the mirror's reflection is red text.

**What have I done?
Resumes...past
I was a...**



**Asking “What’s Next”?
Seeking possibilities
What am I becoming...**

**How will work and learning take
place within a
VUCAROWEHITANOSE work
culture?**



Changing Workplace

VUCA**ROWEHITANOSE**

Volatility, Uncertainty, Complexity, Ambiguity

Changing Workplace

VUCA **ROWE** **HITANOSE**

Results Orientated Work Environment

Changing Workplace

VUCAROWEHITANOSE

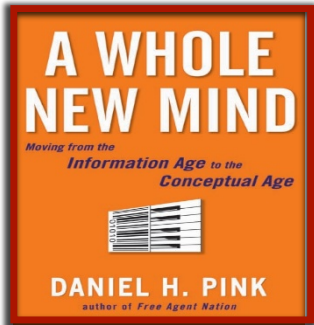
High Performance, Innovation, Tech Savvy

Changing Workplace

VUCAROWEHITANOSE

Addition, Need, Opposite, Subtract, Epiphany

4 ?'s We All Need to Answer

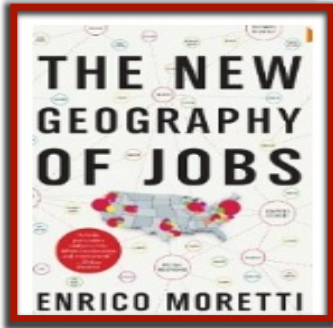


Someone do it **cheaper** than you overseas?

Computer do it **faster** than you?

What you're **selling** in demand in an age of abundance?

Close are you to **innovation's** benefits?



**How can education and
employers create **HEROIC**
employees able to navigate a
lifetime of transitions?**

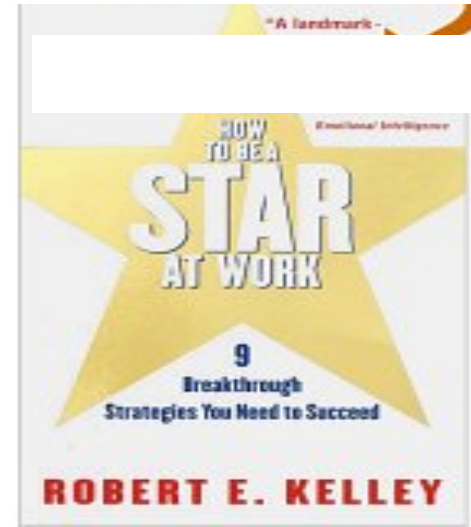
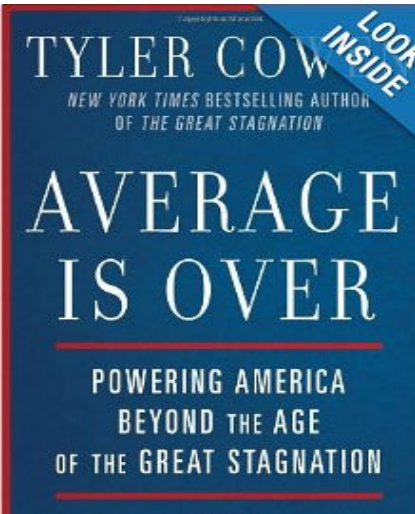
HEROIC Mindset: Able to Navigate Change?



H ope	<i>thinking process to pursue goals</i>
self- E fficacy	<i>trust ability to organize & execute</i>
R esilience	<i>reframe to navigate stress & construct meaning</i>
O ptimism	<i>see upsides/solutions of things gone wrong</i>
I ntentional Exploration	<i>watch for clues</i>
C larification and C uriosity	<i>clear intentions/asking why</i>

Average to “STAR Worker”?

How is an “excellent” worker different than an “average” worker?



3 Keys to STAR Behaviors

1. Go beyond job description to find **value added ideas**
2. Plug into “**guru networks**” find and learn from knowledge/skill experts

3. Organizational “savvy”

navigate competing interests

promote cooperation

move from conflict to **“getting things done”**



HEROIC & STAR Workers: Navigating the Pace of Change

Ray Kurzweil, Singularity University



Wow

How

**Change doesn't destroy
opportunities**

It relocates them!

**What opportunities exist for
providing more career development
“do-it-yourself (DIY) practices”?**

Utilize technology
Peer-to-peer support
New career science

- 1. Type-Coach (Video Coaching)**
- 2. Peer to Peer Game (Who You Are Matters!)**
- 3. Life-reimagined.org (on-line LifeMap)**
- 4. Interest/passions & (Aptitudes)**

1. Type-Coach (Video Coaching)



www.type-coach.com

Click on "Sign Up"

Enter email/create password

Enter access code (Z2HCEP)



Used by leading organizations worldwide

ARM

BainCapital

BCG

THE BOSTON CONSULTING GROUP

biogen idec

Boston
Scientific

BRITISH
COUNCIL

DASSAULT
SYSTEMES

iRobot

P&G

Roche

QUALCOMM



HARVARD
UNIVERSITY

STAPLES



VELCRO

virgincare



What if... Personality Type **DIY**



Videos made concepts **SIMPLE & SCALABLE**

Learn...

www.type-coach.com

Click on "Sign Up"

Enter email/create password

Enter access code (**Z2HCEP**)

1. Likely to **thrive**
2. Satisfaction likely to **be found**
3. How to **communicate with other types**



Getting Energy

Taking In Information

Making Decisions

Structuring Your Life

To pause the video below, mouse over it and click the pause icon.

Video Instruction about “How you”

www.type-coach.com

Click on “Sign Up”

Enter email/create password

Enter access code (**Z2HCEP**)



THE NEXT EVOLUTION IN THE APPLICATION OF PERSONALITY TYPE



TYPECOACH VERIFIER

An interactive video based experience to determine your best-fit personality type and receive an 8 page report.



COACHING VIDEOS

The top 5 ways to maximize your career success, given YOUR type.



TYPE-TO-TYPE

Click on a name to access top 10 tips for communicating with others based on the unique combo of types (ENTJ with ISTJ, etc.).

www.type-coach.com

Click on "Sign Up"

Enter email/create
password

Enter access code (Z2HCEP)



ONLINE INFLUENCE COURSE

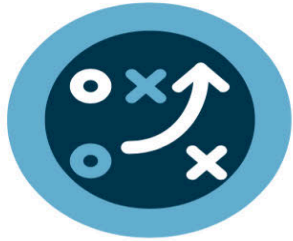
How to quickly tailor your feedback, instructions, management style and communication based on the personality type of others.

www.type-coach.com

Click on "Sign Up"

Enter email/create password

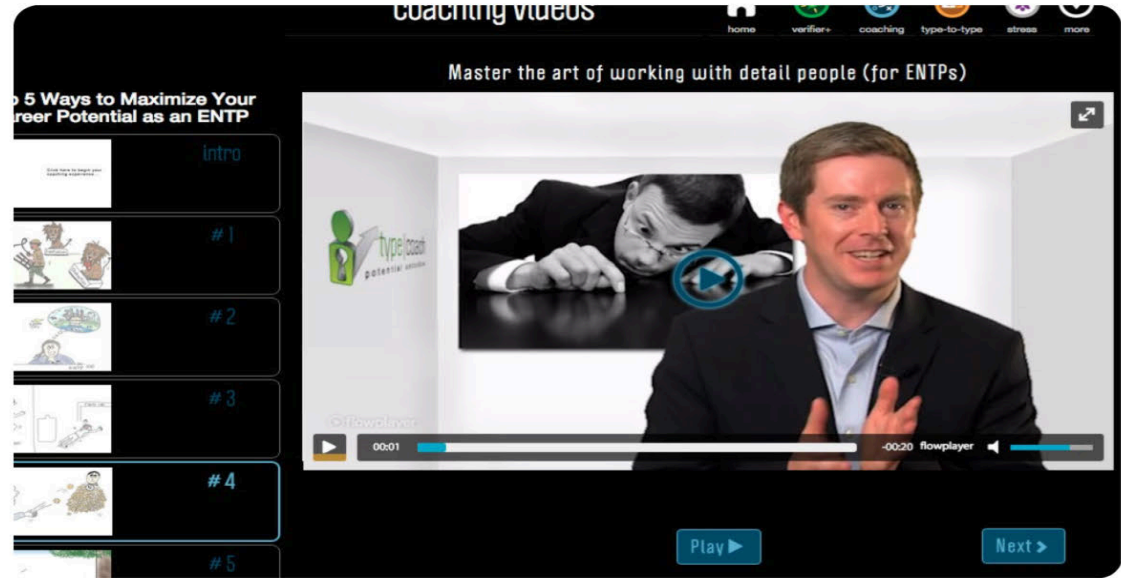
Enter access code (Z2HCEP)



COACHING VIDEOS

Five engaging videos for each of the 16 types covering the top 5 ways they can maximize their career potential given their type.

Coaching Videos



 **TypeCoach**

POTENTIAL UNLOCKED

www.type-coach.com

rich.feller@colostate.edu

The Coaching program is equivalent to a series of executive coaching sessions. Based on our work with more than 10,000 people, these 4 to 6 minute videos deliver powerful "best practices" for each of the 16 types.



www.type-coach.com



Click on “Sign Up”
Enter email and create password
Enter access code (**Z2HCEP**)

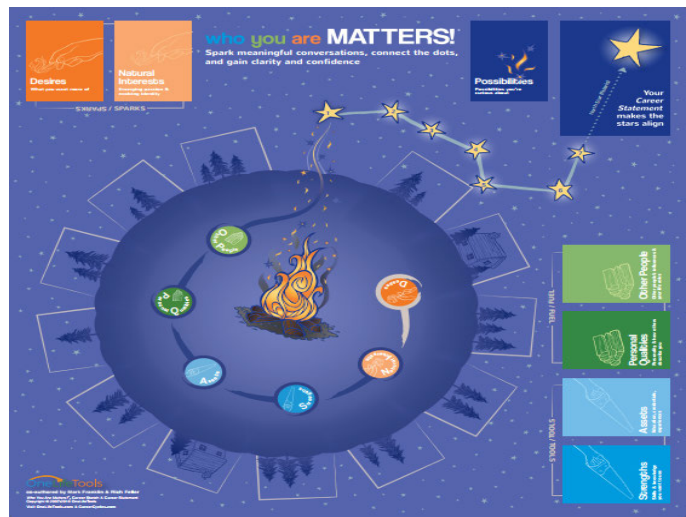


2. Peer to Peer Game (Who You Are Matters!)



What If?

1. Peer-to-Peer Feedback & Affirmation
2. Play Interactive Boardgame
3. Leave with Written Career Statement
4. Access to Online Storyteller
5. Get to Scale



Possibilities

who you are MATTERS!®

Guidebook

Who You Are Matters! sparks meaningful conversations and commitments to explore **Possibilities**.

You take away a personalized **Career Statement**, specific **Possibilities** to explore, and post-game access to the *Online Storyteller*.

It's not just a game, it's your life!

OneLifeTools

Co-authored by
Mark Franklin and Rich Feller

v5.1

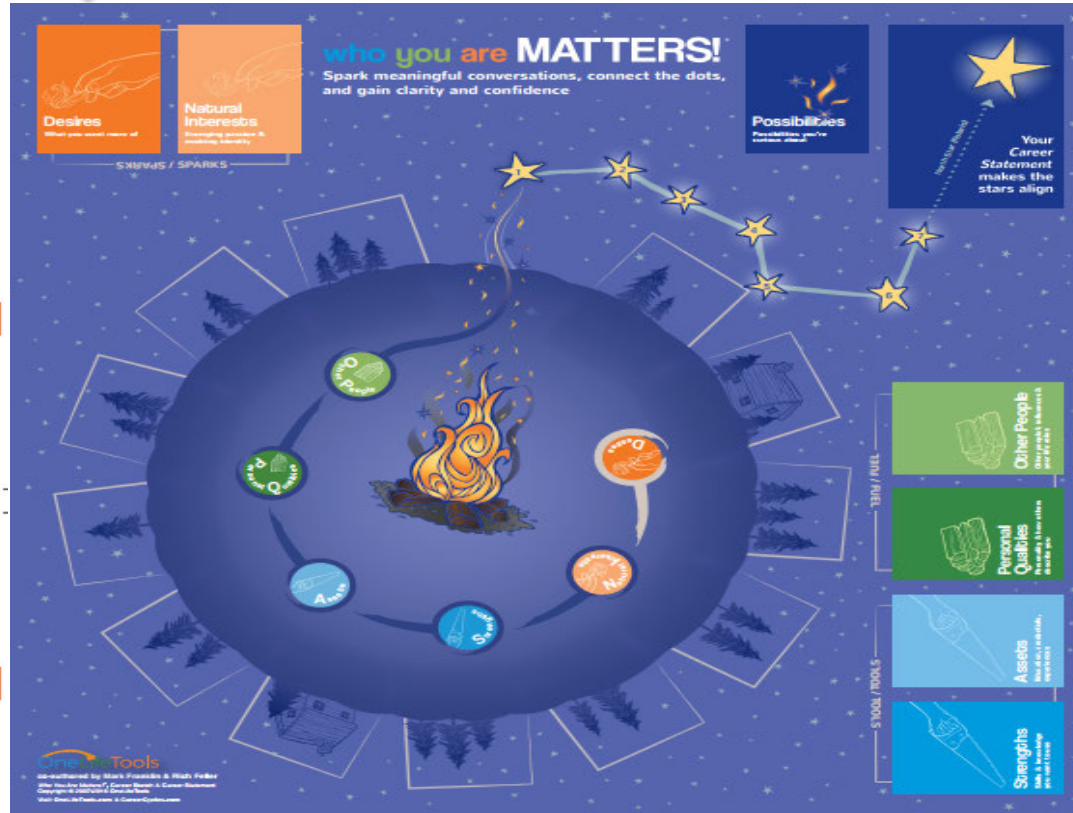
Name:

Each
Guidebook
provides 1
login to
On-line
Storyteller
Tool

12 Desires



A LOT LIKE ME? CA1	A LOT LIKE ME? CA2	A LOT LIKE ME? CA3
I want to <i>have more fun</i>	I want a <i>more flexible schedule</i>	I want to <i>earn much more money</i>
DESIRES	DESIRES	DESIRES
I want to <i>have more fun</i>	I want a <i>more flexible schedule</i>	I want to <i>earn much more money</i>
A LOT LIKE ME? CA1	A LOT LIKE ME? CA2	A LOT LIKE ME? CA3
A LOT LIKE ME?	A LOT LIKE ME?	A LOT LIKE ME?
I want to <i>help more people or society</i>	I want <i>more stability</i>	I want <i>more variety</i>
DESIRES	DESIRES	DESIRES
I want to <i>help more people or society</i>	I want <i>more stability</i>	I want <i>more variety</i>
A LOT LIKE ME? CA4	A LOT LIKE ME? CA5	A LOT LIKE ME? CA6



GATHER what matters to you by using Element Cards to tell stories

Five Easy Steps

1. DO

Firekeeper: Find Game Piece on the colored dot. Pick up corresponding Element cards. Read aloud Element subheading. Place all cards face up in card spaces around the fire.

2. WRITE

Players: Quickly read each statement on the 12 cards and ask yourself: *Is this true for me?* For up to 4 of your most important statements, write the colored keywords only in the corresponding space on your Career Statement.

3. TELL

Firekeeper: Say aloud one of your true for me statements. Tell a brief story for 15-30 seconds about how and why it's a lot like you. Pass the Firekeeper's Stick to player at left. Each player takes a turn to finish the round.

4. GIVE

Firekeeper: Give appreciation to the player whose story you are most grateful for, by giving a token to them to put in the fire. Briefly say, "I appreciate what you said because..." Pass the Firekeeper's Stick to player at left. Each player takes a turn to finish the round. (Why Tokens? They help everyone listen, and benefit by expressing gratitude.)

5. PASS & REPEAT

Firekeeper: Pass Firekeeper's Stick to player at left who becomes new Firekeeper. Previous Firekeeper collects old cards and replaces them on their game space. New Firekeeper moves game piece to next dot. Repeat these Five Easy Steps for all dots.

FAST-TRACK: Finish playing the dot you're on. Then DO and WRITE only, to complete remaining dots.

END Part 1 Short break. Then go to Part 2 on Page 6. At break facilitator collects tokens.

Your Career Statement

In Part 2, read your Career Statements from here

Desires

The sparks to ignite me are my **Desires** to...

Example: **Have more fun**

Natural Interests

... and my **Natural Interests** in... .

Example: **Education & Social Service**

Strengths

The Tools I have handy are my **Strengths** to... .

Example: **Teach and Share Ideas**

Assets

My credibility and impact come from my **Assets** of... .

Example: **My education**

Personal Qualities

The fuel to empower me are my **Personal Qualities** of being... .

Example: **Dependable**

Other People

Other People who influence me include... .

Example: **A romantic partner**

Possibilities

I commit to exploring the **Possibilities** of (read in full):

Example:

Volunteering Possibility such as tutoring at my local school Use your Imagination which is connected to my **Desire** **Natural Interest** **Strength** of **Education & Social Service**

Possibility such as _____ Use your Imagination which is

connected to my **D** **NI** **S** _____

Possibility such as _____ Use your Imagination which is

connected to my **D** **NI** **S** _____

Possibility such as _____ Use your Imagination which is

connected to my **D** **NI** **S** _____

3. Life-reimagined.org (on-line LifeMap)



www.lifereimagined.org

what's
next
?





REFLECT

MINDSET:
See the present situation as a wake-up call and an opportunity.

ACTION:
Slow the world down. Take inventory of where you are: your place, people you care about, your life's work and purpose.

CONNECT

MINDSET:
Realize you don't have to go it alone.

ACTION:
Enlist the people who will be your sounding board through the journey.

EXPLORE

MINDSET:
Be curious and open to opportunities.

ACTION:
Think through potential paths and delight in imagining what's possible.

Reflect

1

Act

6

Connect

2

A Life Reimagined

Repack

5

Explore

3

Choose

4

ACT

MINDSET:
Understand that getting stuck (and unstuck) is part of the journey.

ACTION:
Take the first step and adapt as you go.

REPACK

MINDSET:
Embrace the idea of letting things go and simplifying your life.

ACTION:
Clarify what you need and what you don't need for the journey ahead.

CHOOSE

MINDSET:
Be courageous with optimism and possibility.

ACTION:
Weigh your options and decide on a new way forward.

Life Reimagined®

Create your LifeMap

Discover the life you've been waiting for.
Your Life Reimagined LifeMap can inspire you
with a vision of what your future can look like.

GET STARTED



www.lifereimagined.org



Welcome, Jenn!
Thanks for joining.

Congrats on choosing the **Essential** plan.

You can now view, edit, share and print your LifeMap Canvas for free and take advantage of all of the benefits membership has to offer.

[View and print your Canvas NOW](#)

WHAT'S NEXT Let's make a plan.

We'll help you create a plan, set goals and remove obstacles so you can unlock your true potential.



3 Simple steps to help you get started

1 Set your goals.

Create your canvas & make a plan...

The screenshot shows the 'LifeReimagined' user interface. At the top, there's a header with the text 'LifeReimagined'. Below it, a quote reads: 'I want to use my gifts for **Advancing Ideas**, **Analyzing Information** and **Building Things** and passions for **Literature**, **Volunteering** and **Traveling** to create an impact on **The Climate**, **Animals** and **My Spiritual Group** because I value **Relationships**, **Tolerance** and **Tradition**. This will help me to **Be content**, **Be fulfilled** and **Be understanding**.' Below the quote are navigation tabs for 'My Canvas' and 'My Plan'. A 'Get Started' button is visible. The main area is a grid of colorful tiles representing different activities: 'Advancing Ideas' (umbrellas), 'Literature' (open book), 'The Climate' (globe), 'Relationships' (hearts), 'Analyzing Information' (gears), 'Volunteering' (hands), 'Animals' (gorilla), and 'Building Things' (LEGO blocks). A 'Launch activity' button is present in the top right of the grid.

What's on your mind?

Which of these best describes what you are experiencing at this time in your life?

Seeking
Something
Greater

Feeling Stuck

Life is Great.
I want more!

Next



Not sure where to start? Chat with a LifeMap™ Guide

Next



You've got Purpose and possibilities!

Great job! This is a big moment. You've now got a Purpose that's personal to you, and a greater sense of what you want more of. Use this completed Purpose Statement for every step moving forward.

"I want to use my gifts for **Putting the Pieces Together** ,
Getting Things Right and **Writing Things** and passions for
Literature , **Social** and **Innovation** to create an impact on
My Clients , **My Community** and **The Less Fortunate** because I
value **Relationships** , **Freedom** and **Success** . This will help me
to **Be purpose-driven** , **Be healthy** and **Feel more energetic** ."



GIFTS



PASSIONS



IMPACTS



VALUES

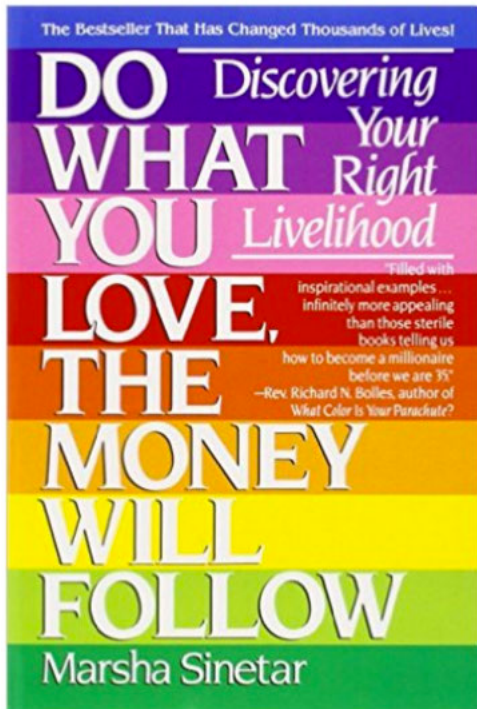


POSSIBILITIES

Make purpose visible:

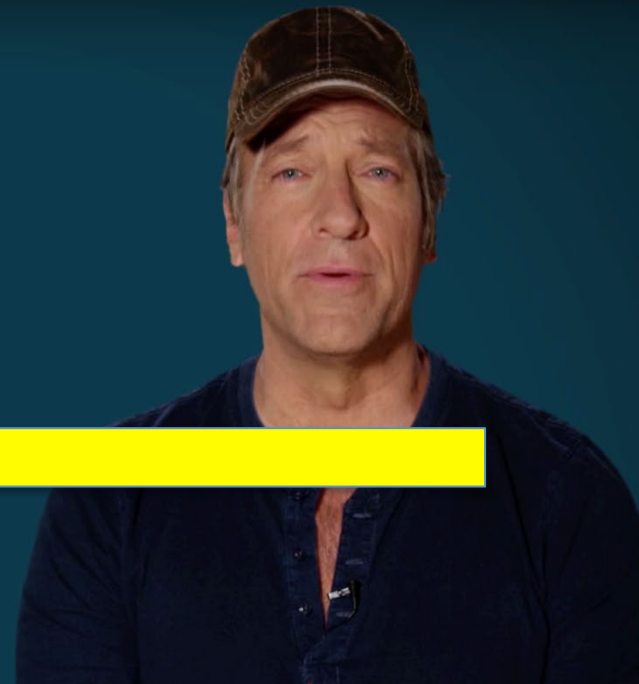
Watch your Purpose Statement come to life. It will inspire and motivate you to take the next step. Are you ready?

4. Interest/passions & (Aptitudes)



THE
DIRTY
TRUTH

never follow
your passion,
but **always**
bring it with you



**if a person says “I have the passion”
...be careful “you need staying power”**

**“fuel your passion with the necessary
skills and knowledge”**



Everyone said to “Stay Open”

I looked at jobs “that pay the highest” ...

took this job...found I was “an analytical person” ...found mastery

“when people say focus on your interests...its difficult”



“pay attention to “what kicks you...and drives your adreneline”

We translate your talents into real world careers.

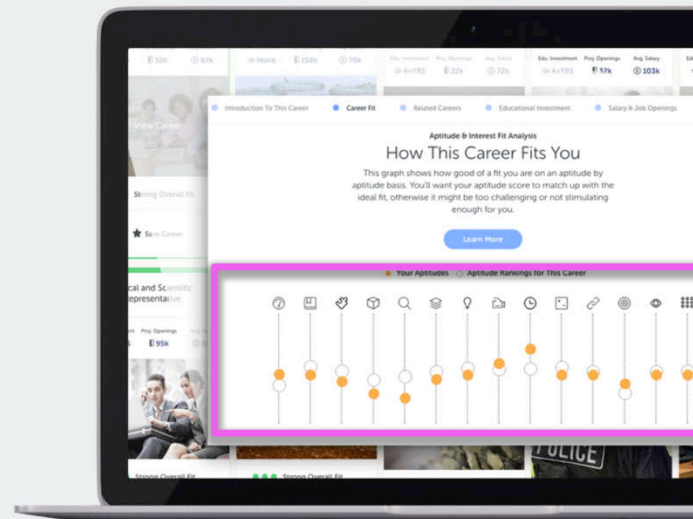
Helping you find your way faster.

Every path is personal.

You've got a lot of decisions to make. YouScience gives you impactful guidance to get focused on where you want to be.

Proven science and algorithms encourage self-discovery and more confidence in your post-secondary choices. By combining aptitudes (what you naturally do well) AND interests (what you like doing), we match you to your best-fit personalized career path.

Forget the personality and interest "tests" your parents took in school. Those are a thing of the past. Today there's better technology to give you more personalized results.



Three simple steps.

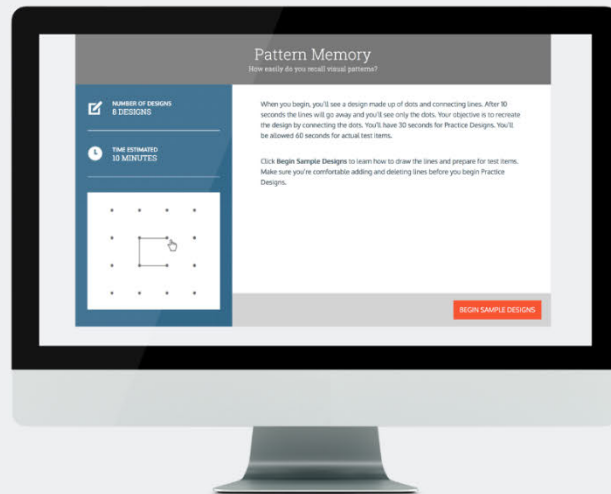
1 Play

2 Discover

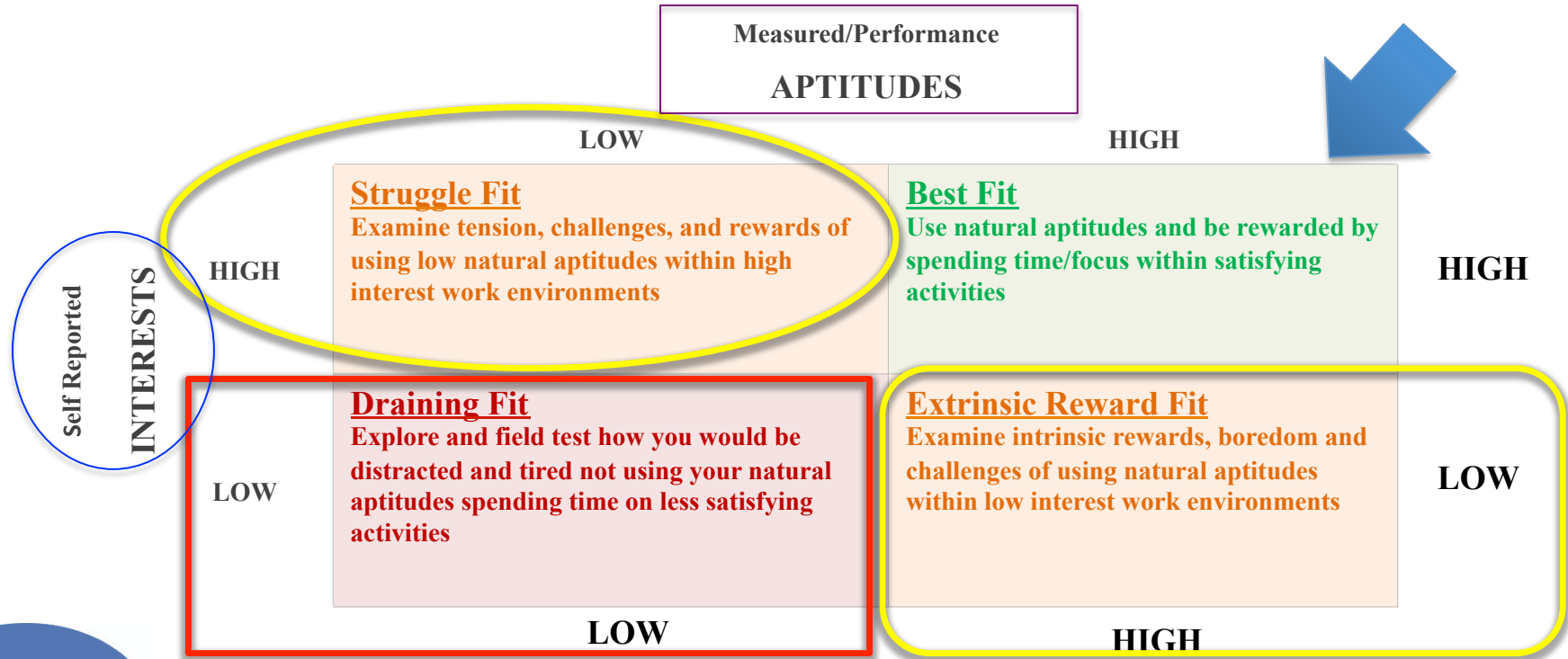
3 Explore

Play brain games.

Eleven aptitude-driven “brain games” reveal your natural abilities in skills needed for high-demand careers. Each game takes 5-8 minutes to complete. Don’t worry, you can stop, start, save, and come back at any time.



Keys to BEST FIT = 1. Interests & Aptitude 2. Chasing “Internal Motivation”



36 High-Demand Careers

Technology

User Support Specialist

QA Engineer

Computer Hardware Engineer

Computer Programmer

Computer Systems Analyst

Network Administrator

Construction

Construction and Building Supervisor

Architectural Drafter

Civil Engineering Tech

Construction Manager

Electrical Engineer

Cost Estimator

Electrical Drafter

Plumber

Electrician

+5 others

Manufacturing

Product Safety Engineer

Electrical Engineering Tech

Industrial Engineer Technician

Product Ops First Line Supervisor

Electronics Engineering Technologist

Machine Tool Programmer

Machinist

Healthcare

Licensed Nurse

Radiologic Technician

Lab Technician

Cardiovascular Tech

Medical Records Tech

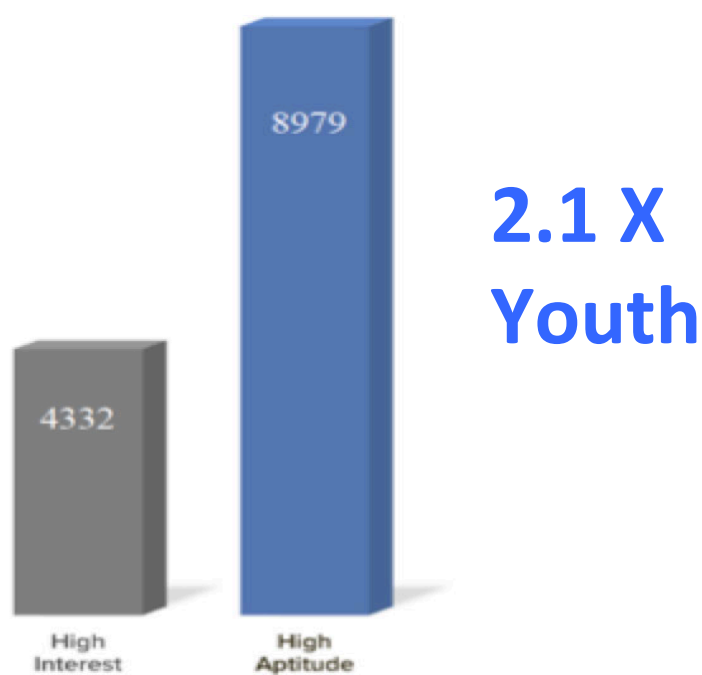
Pharmacy Tech

Radiologic Technologist

Surgical Technologist

Registered Nurse

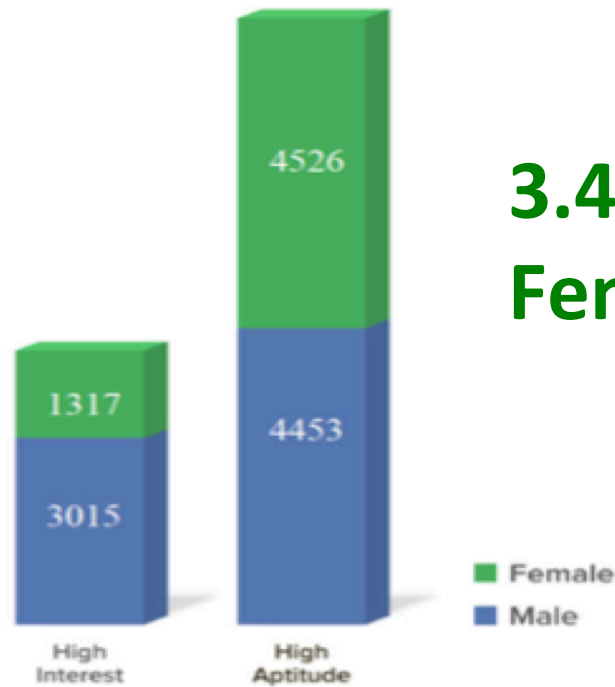




Identified 2.1x the number of youth with a high aptitude fit for key industries than traditional interest surveys

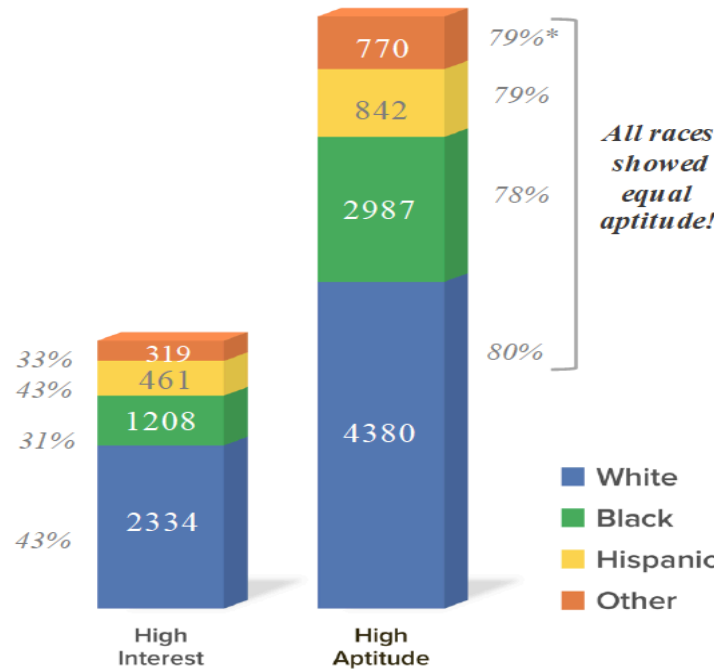
YouScience data from 11,342 Georgia public high school students reveals previously hidden talent for high demand careers in technology, manufacturing, construction, and healthcare.

**3.4 X
Females**



Identified 3.4x the number of females with a high aptitude fit for key industries than traditional interest surveys

YouScience data from 11,342 Georgia public high school students reveals previously hidden talent for high demand careers in technology, manufacturing, construction, and healthcare.



All races showed equal aptitude!

**2.5 X
Black
Youth**

Identified 2.5x the number of black youth with a high aptitude fit for key industries than traditional interest surveys

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Life Reimagined®



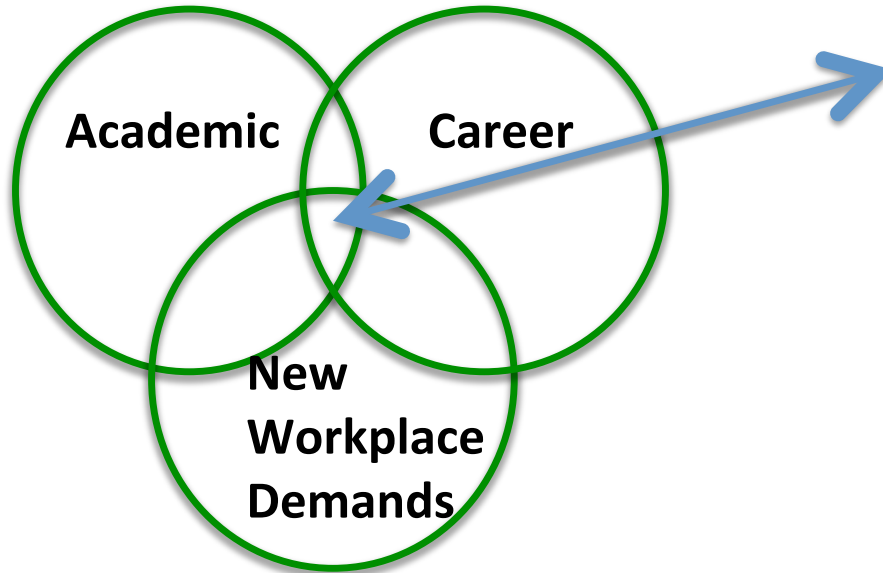
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1 Rec

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Singapore November 3-4, 2016

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Future of Work • Future of Learning

3 - 4 November 2016



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Organised by: SKILLS *future* SG



