ACUMEN O2
In-Service Training

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• MODULE 1 F2F (MODULE 2 Online):
  • A brief introduction to Scottish CMS Framework
  • STRENGTHS: possible tools and skills for the trainers

Partners involved: ELN, BEST, FIPL, INNOV, LUMSA, MeathPartnership, REINTEGRA, SYNTHESIS, and TTG
SCOTTISH CMS FRAMEWORK

I develop and maintain a positive self-image
I maintain a balance that is right for me in my life, learning and work roles
I adapt my behaviour appropriately to fit a variety of contexts
I am aware of how I change and grow throughout life
I make positive career decisions

Self

I understand that there is a wide variety of learning and work opportunities that I can explore and that are open to me
I know how to find and evaluate information and support to help my career development
I am confident in responding to and managing change within my life and work roles
I am creative and enterprising in the way I approach my career development
I identify how my life, my work, my community and society interact

Strengths

I am aware of my skills, strengths and achievements
I build on my strengths and achievements
I am confident, resilient and able to learn when things do not go well or as expected
I draw on my experiences and on formal and informal learning opportunities to inform and support my career choices

Networks

I interact confidently and effectively with others to build relationships
I use information and relationships to secure, create and maintain work
I develop and maintain a range of relationships that are important for my career journey
STRENGTHS

Introduction
STRENGTHS according to Scottish CMS Framework

◇ relates to the competencies that “enable individuals”

• To become aware of their skills, strengths, achievements;
• To build on their strengths & achievements;
• To become confident, resilient and able to learn when things do not go well or as expected;
• To draw from their experiences from formal and informal learning and support their career choices;

From Career Management Skill Framework Scotland (2012)
• As trainers (adult educators, workforce development experts, employment services providers, human resource managers) how do you foster these competencies? (10 mins)

• What does the Scottish CMS Framework say?
**CMS Framework for Scotland**

<table>
<thead>
<tr>
<th>CMS Framework for Scotland</th>
<th>Current and future practice</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Strengths</strong></td>
<td><strong>How do I help clients (employees) develop (improve) these skills in my current practice?</strong></td>
</tr>
<tr>
<td>• I am aware of my skills, strengths and achievements.</td>
<td>How could I further develop myself these skills?</td>
</tr>
<tr>
<td>• I build on my strengths and achievements.</td>
<td></td>
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<tr>
<td>• I am confident, resilient and able to learn when things do not go well or as expected.</td>
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<tr>
<td>• I draw on my experiences and on formal and informal learning opportunities to inform and support my career choices.</td>
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</table>

*From Career Management Skill Framework Scotland (2012)*
<table>
<thead>
<tr>
<th>Learning outcomes for the client i.e. what clients should develop</th>
<th>Tools (some examples of well-known tools that might be used)</th>
</tr>
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<tbody>
<tr>
<td>...be aware of their skills, strengths and achievements.</td>
<td>Who am I? Reflected Self Best (RBS)</td>
</tr>
<tr>
<td>....build on their strengths and achievements.</td>
<td>For both: Combine Holland’s RIASEC and Edgar Schien’s Anchor Code</td>
</tr>
<tr>
<td>....be confident, resilient and able to learn when things do not go well or as expected.</td>
<td>Dave Cromier’s Rhizomatic Learning</td>
</tr>
<tr>
<td>....be able to draw on their experiences and on formal and informal learning opportunities to inform and support their career choices.</td>
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</table>

*From Career Management Skill Framework Scotland (2012)*
STRENGTHS

Personal Development Ideas
Personal Evaluation & Characteristics

PERSON = I

Who am I?
What am I?
How am I?

Characteristics

• Unique
• Social
• Diverse
• Changeable / Predictable
Personal Development

How can you coach / mentor?

- Development - via evolution, improvement
- Natural
- Oriented / self-oriented (formal, non-formal)
- Coaching needs: active listening, creating awareness, developing creative thinking
Methods and tools for you and your clients

- Active and interactive learning methods
- CMS Framework requires skills and strengths that could be applied throughout life and at any stage of career development
- Rhizomatic Learning by Dave Cromier

Let us begin with Self awareness & strengths
SELF-AWARENESS

Introduction – Who am I / Reflected Best Self
As a Coach, Mentor or Career developer you may
◇ Use psychometric tests
◇ Ask simple questions
◇ Use your in-house proforma
◇ Typical questions may include
◇ Use inventory template 
  (handouts for discussion)
SELF – DISCOVERY
REFLECTED BEST SELF (RBS)

Reflected Best Self is based on the model developed by Laura Roberts et. al (2005)

RBS is a staged approach

- Identifying respondents for feedback
- Recognising patterns
- Composing self-portrait
- Re-designing the job
- Handout – let's discuss and carry out an exercise!
SELF-AWARENESS

BUILDING ON PERSONAL STRENGTHS / BECOMING RESILIENT MANAGING CHANGE
RESILIENCE & WELL BEING

Gaining importance

• World Health Organisation describes stress as “global health epidemic for 21st Century” (Rich Fernandez “5 ways to boost resilience at work” June 2016)
• Not new - majority work in constantly connected, always-on, highly demanding work cultures where stress and the risk of burnout are very high
• Positive attitude very important: I have not failed. I've just found 10,000 ways that won't work. – American inventor, Thomas Edison
Invariably involves

• Looking at an individual’s strengths and weaknesses
• Edgar Schein, widely acclaimed as one of the founders of the field of modern organisational psychology, suggests that every one of us has a particular orientation towards work and that we all approach our work with a certain set of priority and values. He calls this concept our ‘Career Anchors’.
• A “Career Anchor” is a combination of perceived areas of competence, motives, and values relating to professional work choices.
• Let’s look at Career Anchors in more details (online resources)
SELF-AWARENESS

DRAWING ON PERSONAL STRENGTHS / BECOMING CREATIVE IN MANAGING CAREER
Invariably linked to Emotional Intelligence (attitude, positive thoughts)

Creative Thinking in CMS

Rhizomatic Learning (Dave Cormier, 2011) learning like a rhizome has no beginning or an end and in current digital era a learner has to

- Orient
- Declare
- Network
- Cluster
- Focus
THANK YOU

ANY QUESTIONS?