

*Career Management Skills - A New 'Literacy'  
for Sustainable Employment*  
Project Ref. No. 2016-1-UK01-KA204-024334  
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# ACUMEN 02

## In-Service Training

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# AGENDA



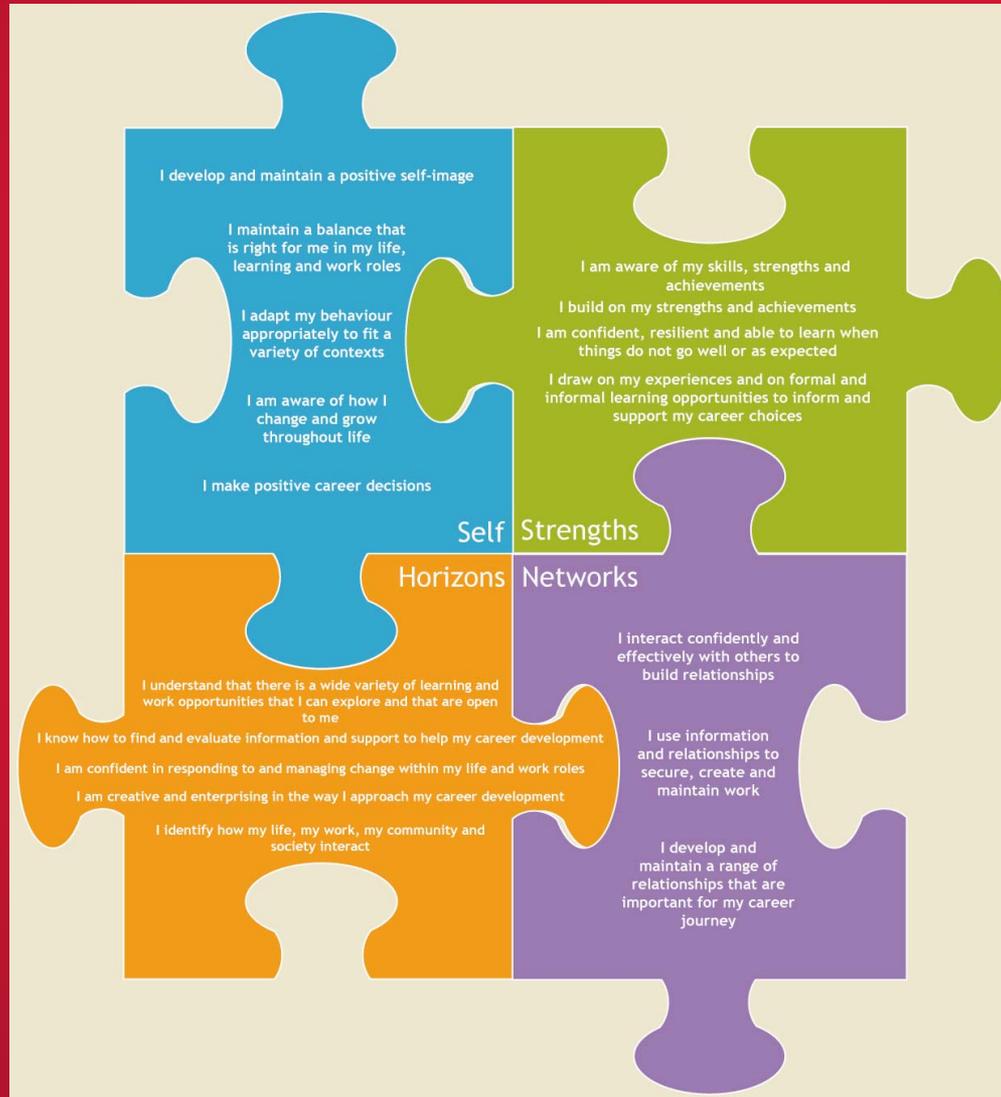
- MODULE 1 F2F (MODULE 2 Online):
- A brief introduction to Scottish CMS Framework
- STRENGTHS: possible tools and skills for the trainers

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

# SCOTTISH CMS FRAMEWORK



**EUROPEAN**  
LEARNING NETWORK



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# STRENGTHS

Introduction

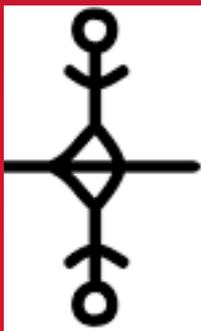
## STRENGTHS according to Scottish CMS Framework

◇ 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;

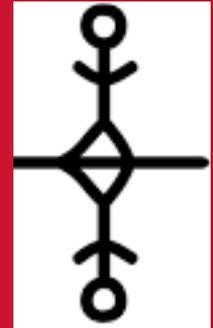


LET'S REFLECT



- 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?

# LET'S DISCUSS / BRAINSTORM



## CMS Framework for Scotland

## Current and future practice

### 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.

***How do I help clients (employees) develop (improve) these skills in my current practice?***

***How could I further develop myself these skills?***

# TOOLS

**Learning outcomes for the Tools (some examples of well-client i.e. what clients should develop known tools that might be used)**

...be aware of their skills, strengths and achievements.	<i>Who am I? Reflected Self Best (RBS)</i>
....build on their strengths and achievements.	For both: <i>Combine Holland's RIASEC and Edgar Schien's Anchor Code</i>
....be confident, resilient and able to learn when things do not go well or as expected.	
....be able to draw on their experiences and on formal and informal learning opportunities to inform and support their career choices.	<i>Dave Cromier's Rhizomatic Learning</i>





# 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



## CLIENT / EMPLOYEE SKILLS AND STRENGTHS BUILDER GUIDE

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 – lets 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 21<sup>st</sup> 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.
- Lets' look at Career Anchors in more details (online resources)



SELF-

AWARENESS

DRAWING ON PERSONAL STRENGTHS /  
BECOMING CREATIVE IN MANAGING  
CAREER

# BUILDING RESILIENCE & CMS



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 ?

