

Power Skills

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SAN MATEO
COUNTY
OFFICE OF
EDUCATION



Equity Stance

“I have also learned that the inseparable twin of racial injustice was economic injustice.”



National Skills Coalition Summit

Washington DC

- 80% or all jobs need need post-secondary education
- 7 million unfilled jobs currently in the US
- Businesses are starving for skilled workers
- ALG Research: 93% of Republicans and Democrats are in favor of investing in skills training
- Need to reskill constantly
- Core Skills for all: Adaptability, Ever-Evolving Technology, Power Skills
- 40 to 50% in the next 20 years job elimination due to AI
- 60% of the current workforce will change--150 million workers
- The skills that people need are *Human Skills*

Welcome to

YOUR FUTURE

Who Am I?

What are YOUR values?

What is Career Exploration

Future Challenges

Not: Labor Use: *TALENT*

Not: Jobs Use: *WORK*

Employers need **TALENT** to get the **WORK** done

Thriving in the World of AI

- Making Learning part of your routine
- Focus on mastering “Power” skills
- Acquire knowledge in these areas:
 - Artificial Intelligence
 - Cloud Computing
 - Data Science
 - The Internet of Things

Post-Secondary Education *Degree is not a destiny*



The Bots are here

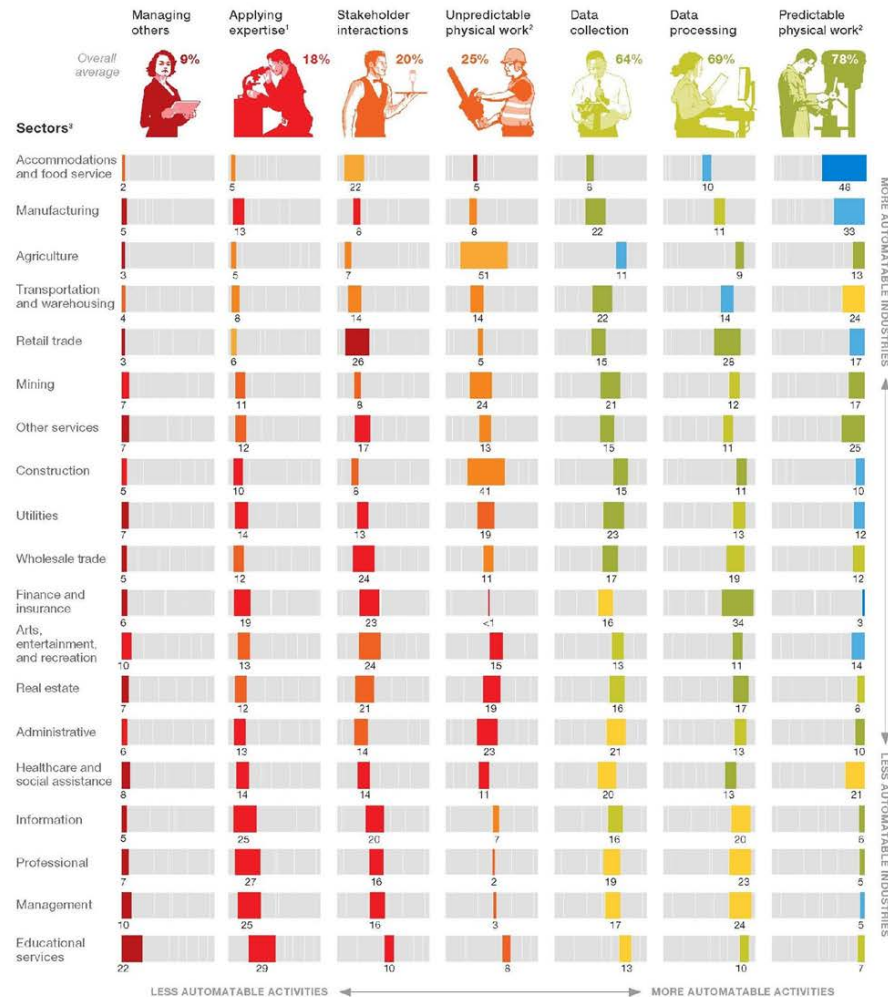


The technical potential for automation in the US

Many types of activities in industry sectors have the technical potential to be automated, but that potential varies significantly across activities.

Technical feasibility: % of time spent on activities that can be automated by adopting currently demonstrated technology

0 50 100



In practice, automation will depend on more than just technical feasibility. Five factors are involved: technical feasibility; costs to automate; the relative scarcity, skills, and cost of workers who might otherwise do the activity; benefits (eg, superior performance) of automation beyond labor-cost substitution; and regulatory and social-acceptance considerations.

¹Applying expertise to decision making, planning, and creative tasks.

²Unpredictable physical work (physical activities and the operation of machinery) is performed in unpredictable environments, while in predictable physical work, the environments are predictable.

³Agriculture includes forestry, fishing, and hunting; other services excludes federal-, state-, and local-government services; real estate includes rental and leasing; administrative includes administrative support and government administration; healthcare and social

assistance includes private, state-government and local-government hospitals; professional includes scientific and technical services; educational services includes private, state-government, and local-government schools.

The New Currency



Skills are...

- ...simply the things you learn that enable you to perform certain tasks
- “In America, people do not enquire of a stranger, What is he? but, What can he do”

--Ben Franklin 1784



Skills required for 21st Century College & Career

- **Academic skills:** Global awareness, entrepreneurialism, financial literacy
- **Learning & Innovation Skills:** Creativity, Innovation, problem solving, communication, collaboration
- **Information, Media & Technology Skills:** Information literacy, media literacy, technology
- **Life & Career Skills:** Flexibility, adaptability, social & cross-cultural skills, leadership, productivity

Think Different!

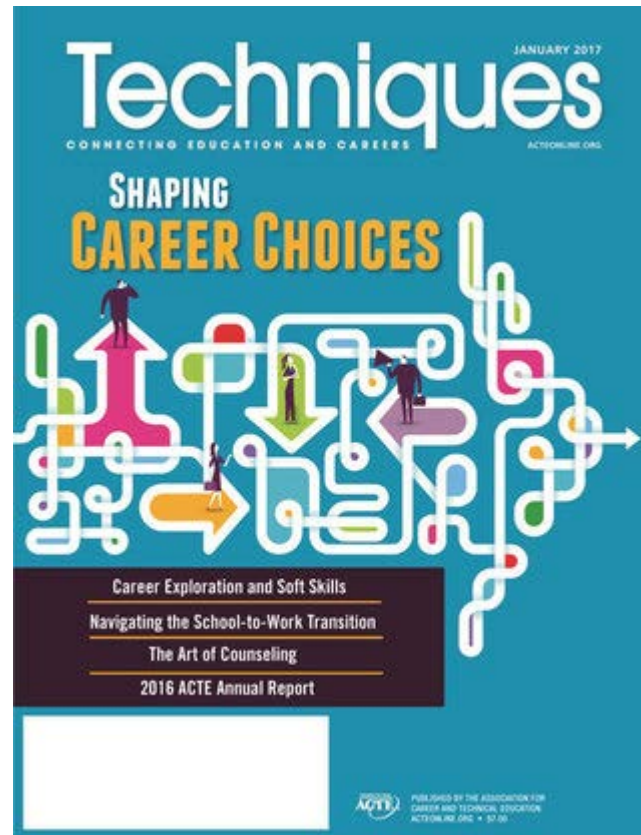


**“We hire them for their hard skills and
fire them for their soft skills”**



Techniques Magazine

January 2017

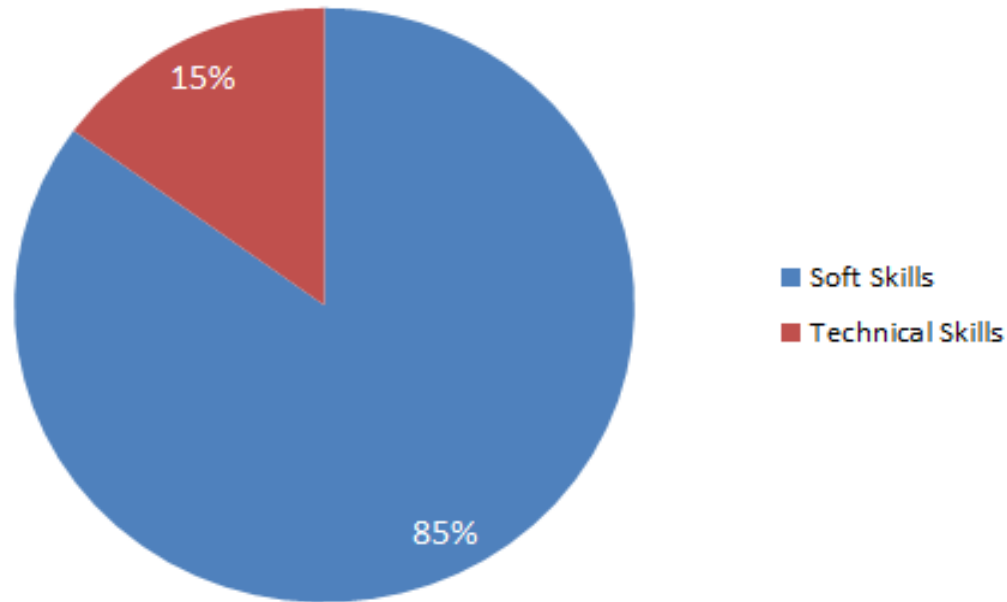


Power Skills



Power Skills are Powerful

Hard skills contribute to only 15% of one's success while the remaining 85% is made by soft (power) skills.



Research Findings

Findings

One

Communication—a gateway skill

“I have been able to present my ideas in a way to make them easily understood and to get my point across faster.”

--Bobbie



Findings

Two

Collaboration-a gateway skill

“Create stronger and better ideas for success to just reach farther.”

--Bambie



Findings

Three

Credibility

“to make sure they understood what I was saying, and all the answers came out to what I wanted it to be. So a lot of them were understanding my point.”

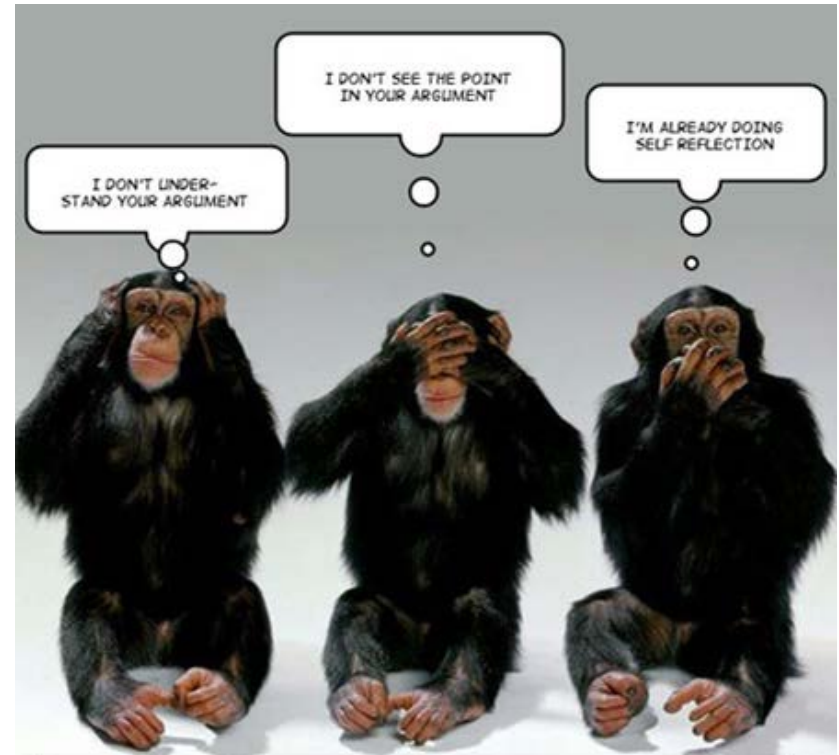
--Bobby



Communication and Collaboration

(C + C = S)

Now that we know the value of Power Skills how do we teach them?....



$$(C + C = S)$$

Part I

Communication – Or How I learned to talk, listen and learn



Instructional Strategies



- Vocabulary Terms
- Lecture
- Quizzes and Tests
- Project-based learning
- Essay Writing
- Oral Communication Skills
- Power Point Presentations
- Reflective journals

Vocabulary Terms

- Communication
- Interference
- Distraction
- Context
- Transactional
- Feedback
- Encoding
- Decoding
- Proxemics
- Medium

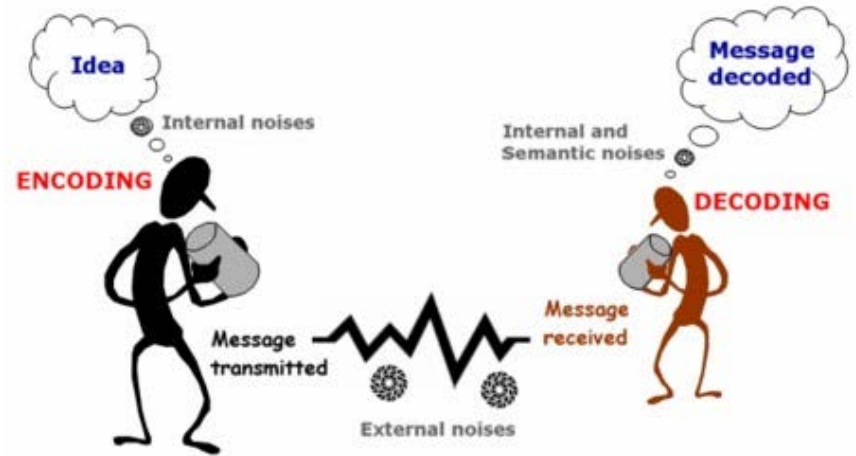
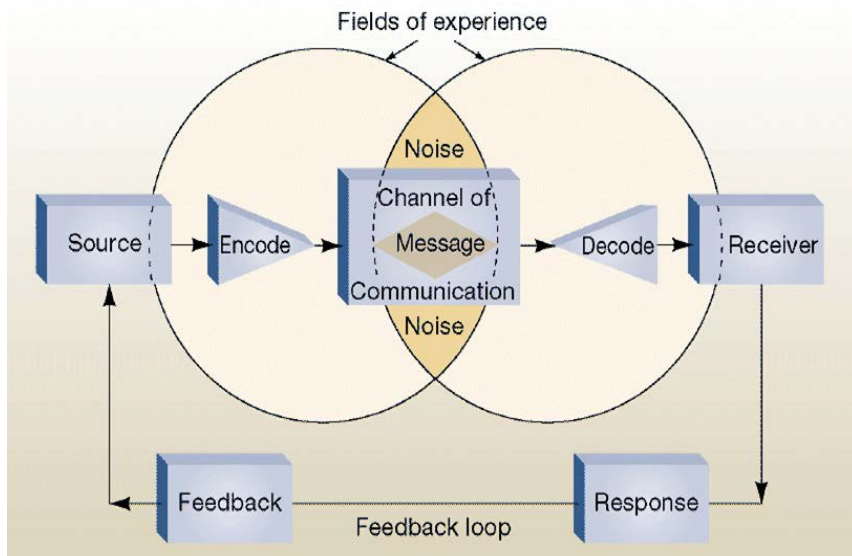
The Nature of Communication

Communication is the process of sending and receiving messages in order to share meanings



A word cloud graphic with 'Listening' and 'Communication Skills' as the largest, central terms. 'Listening' is in brown, while 'Communication Skills' is in dark green. Surrounding these are various related terms in smaller fonts and colors (brown, green, yellow). The words include: Master, Effective, Body, Language, Well, Good, Message, Active, Empathic, Cultural, Listen, Cross, Business, Non-verbal, and Body.

Communication is complex



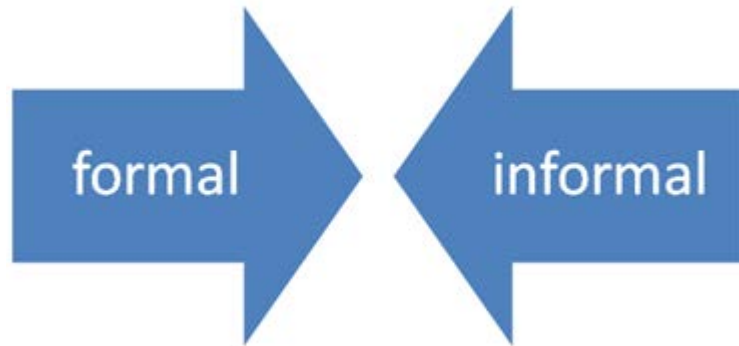
Types of Communication

- Verbal
- Non-Verbal
- Written
- Digital
- Visual
- Musical



Verbal

This includes formal/informal speaking, listening and writing



**WHEN THE TEACHER CATCHES YOU
DAYDREAMING**



**SO YOU PRETEND TO BE
LISTENING**

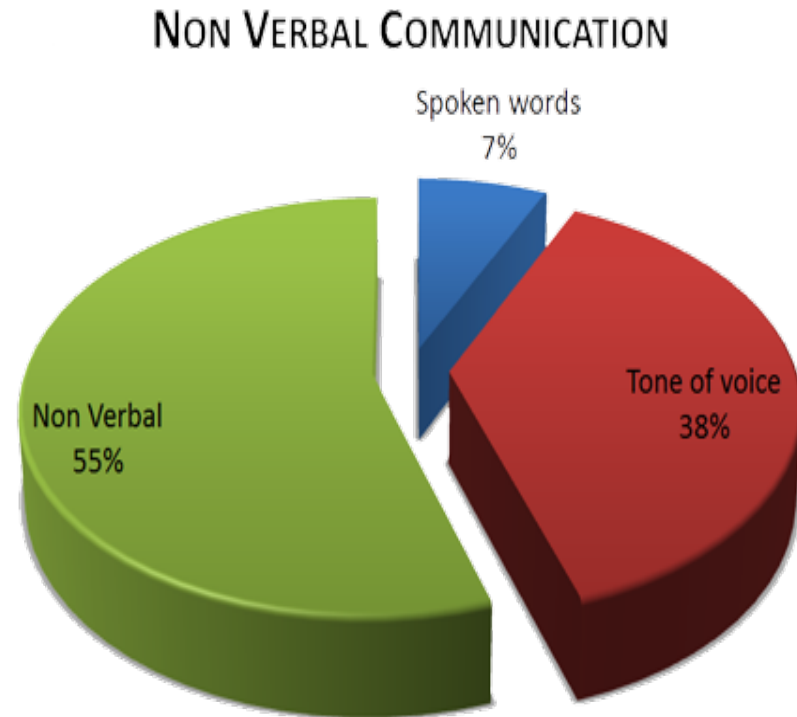
memegenerator.net

Eight Poor Listening Styles

- 1. Spacing Out**
- 2. Pretend Listening**
- 3. Selective Listening**
- 4. Word Listening**
- 5. Self-centered Listening**
- 6. Judging**
- 7. Advising**
- 8. Probing**

Non Verbal Communication is 93%

- Facial Expressions
- Eye Contact
- Gestures
- Body Language
- Proxemics
- Haptics
- Tone of voice
- Vocal sounds
- Appearance



Written

- Academic
- Technical
- Personal
- Work Related
- Informative
- Creative
- Self-reflective
- Persuasive



Digital

- Text
- Web Design
- Email
- Cloud
- Apps
- Gaming
- Skype
- Social Media



Part II

Is Your Group a Team?

$C + C = S$

or

How I learned to like team work

Definition of a team

A team is a group of people that *must cooperate* in order to accomplish its objectives

together everyone
T E A M
achieves more

Human Relations is....

The art of getting along with others



Human Relations 101

Part I

- Celebrate Differences
- Treat Others as Individuals
- Empathize with Others
- Praise Others
- Focus on Problems, not People



Human Relations

Part II

- Accept Responsibility
- Avoid Dogmatic Statements
- Treat Others as Equals
- Trust Others
- Control Your Emotions



**“Yes, I think I have good people skills.
What kind of idiot question is that?”**

Teams Share

A purpose for working together

A need for each other's abilities and commitment

Accountability for results



Attitude Adjustment Needed

to work with another person(s)
you must do so ***willingly*** and
agreeably



Interdependence

What is it?

It is just another word for needing to cooperate!

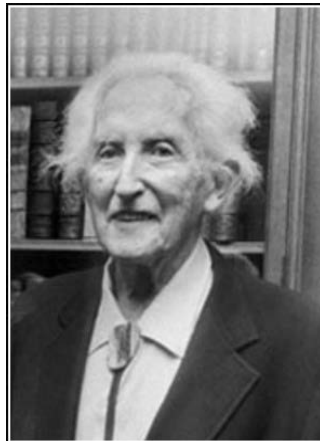
or....

We need each other's skills & knowledge



Concepts of Interdependence

1. Not one single person has all the knowledge
2. All team members must work together
3. Team members believe that working cooperatively will lead to better results than working separately
4. All share accountability (grades) for results
5. All have a shared competitor you can outperform and gain knowledge by pooling your results



Life doesn't make any sense without interdependence. We need each other, and the sooner we learn that, the better for us all.

— Erik Erikson —

AZ QUOTES

and.....

Creativity & learn-by-doing are fundamental aspects of the assignment and are encouraged, supported and enriched by the team effort

“**CREATIVE** people
are **CURIOUS**, **(flexible)**,
PERSISTENT,
and **independent** with a
TREMENDOUS SPIRIT
of *adventure*
& a love of *play*.”

HENRI MATISSE

so now.....

**that you have the power and
knowledge about teaming
practice...**



Synergy! ($C + C = S$)



Seven Days to Change Behavior

- **Day One:** Introduce unit—Journal, readings, vocab matrix, interactive lecture, pair share
- **Day Two:** Review vocab matrix, readings and introduce the project
- **Day Three:** Interactive Collaboration Lecture, student field notes
- **Day Four & Five:** In class creating the essay and the visual
- **Day Six & Seven:** Team Presentations and Self-Assessments

Project Field Research

Why is it so hard to communicate?

Communication

- The process of exchanging information and news



Communication challenges

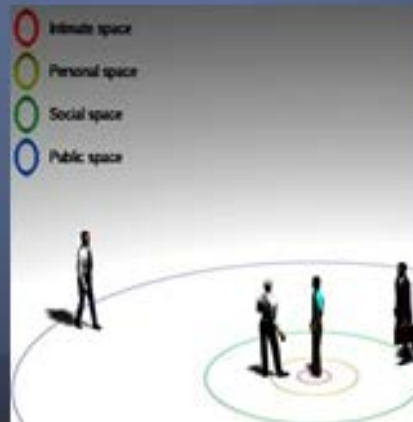
Distraction

- Something that makes it difficult to think
- Ex: Doing your hw while watching TV



Proxemics

- How far or close you are to someone when talking
- Ex: Trying to yell across the hallway to your friend



Students' Reflections

- *“If people weren’t able to communicate with each other, then society would break down. One of the main problems with communication is that it’s not always received and understood.”*
- *“A big part of eye contact is building trust--a person with whom you’re talking will be more likely to trust and respect you because eye contact indicates openness in communication.”*
- *“Smart phones are by far the largest and most tempting distraction that we have today.”*

Educators' Reflections

- *"I learned ways to talk about these concepts in the classroom. I also learned ways to make learning communication skills more concrete. Most importantly, I thought about ways to make teams work better in my classroom by reframing the idea of group work into team work."*
- *"I learned how to listen and offer feedback more effectively, solidifying understanding of basic, essential terms such as decoding, interference, context, and proxemics."*
- *"I will start the next semester with setting the expectations for my class. Learning English is not only about learning the language academically, but also about using it in collaboration with others."*

Getting Them Future Ready

Providing Opportunity for Economic Mobility

- Financial Literacy
- Entrepreneurialism
- *Power* Skills

References

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- Partnership for 21st Century ---*www.p21.org*
- Social Skills Strategies—*N. Gajewski*
- Managing Your Personal Finances—*Joan S Ryan*
- The Nonverbal Advantage—*Carol Kinsey Goman*
- Bridges Not Walls—*John Stewart*
- Social Intelligence—*D. Goleman*
- ReDefining the Goal —*Dr. Kevin Fleming*
- Global Business Etiquette—*J. Martin & L. Chaney*
- Kiss, Bow or Shake Hands--*Morrison & Conway*

Thank you!!

Together Everyone Achieves More

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