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Graduate with Purpose

Montana State University

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STATE UNIVERSITY | Allen Yarnell Center
for Student Success

Career Readiness Competencies & Prototyping Your Career

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What are Career Readiness Competencies?

- Eight broad areas.
- They encompass the skills that employers, across all industries and functional areas, are seeking in college graduates entering the world of work.
- Highly qualified candidates have reflected on their career competencies and are able to effectively communicate their career readiness.



Why should you focus on Career Readiness Competencies?

- **You'll develop the skills employers want.**
 - You will enter the world of work with the transferable skills necessary to adapt and grow throughout your career.
- **You'll be able to tell your story.**
 - Being able to effectively communicate your strengths can assist you in showcasing that you are the best fit for a specific position, organization, industry or network.
- **You'll be able to strategize how to continue growing.**
 - Reflecting on your career readiness can help you identify areas of growth as a professional.

Competencies for a Career-Ready Workforce Definitions



Career & Self Development

Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.



Communication

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.



Critical Thinking

Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.



Equity & Inclusion

Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.



Leadership

Recognize and capitalize on personal and team strengths to achieve organizational goals.



Professionalism

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.



Teamwork

Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.



Technology

Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

naceweb.org/career-readiness-competencies

Career

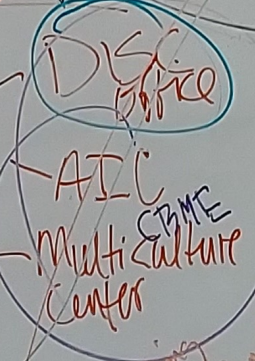
- Strong Schwartz
- Classes
- Career Advising/Coaching
- Jobs

Equity/Inclusion

- go to events
- go to Bureau
- Training

Teamwork

- Capstone group project



Communication

- Talk to professionals other orgs.
- Talk to professors
- Talk to future self

Leadership

- Student Teaching
- Executive group @ AK

- Jobs
- Experience Levels
- Job shadowing

Actions -> be aware of yours.

Critical Thinking

- Going to class
- Social Media/TV
- How to use your time
- Learn about All positions
- Look at what you believe
- Look at Citations

Professionalism

- Know when Tech is appropriate
- Making Ethical decisions
- Culture
- Balance all parts of the life
- Change communication style for audience

- D2L
- Computer
- Training new Technology
- All different Tech.

Ask for help

LinkedIn

- deadlines
- knowing expectations
- meet or exceed

It's important to know that none of us are 10/10s in each of these competency areas. The career competencies are not a "you either have it or you don't" set of skills.

What is the career competency you feel strongest in right now?

How did you develop strength in this area?

What is the career competency you feel weakest in right now?

How can you develop strength in this area?

Shopping Cart as Metaphor for Career?

<https://www.youtube.com/watch?v=W6EgoiPxNDs>



What did the shopping cart teach you about prototyping your career?

- Seek out people from different backgrounds and experiences
- Ask questions
- Brainstorm – no idea is too wild
- Build on wild ideas
- Talk to the experts to learn quickly
- Pull out the best elements from each idea

Why prototype your career?

- Not a thought experiment – must involve a physical experience in the world.
- Allows you to “try out” a version of a potentially interesting future.
- Helps you visualize alternatives in an experiential way.
- Allows you to imagine your future as you are already living it.

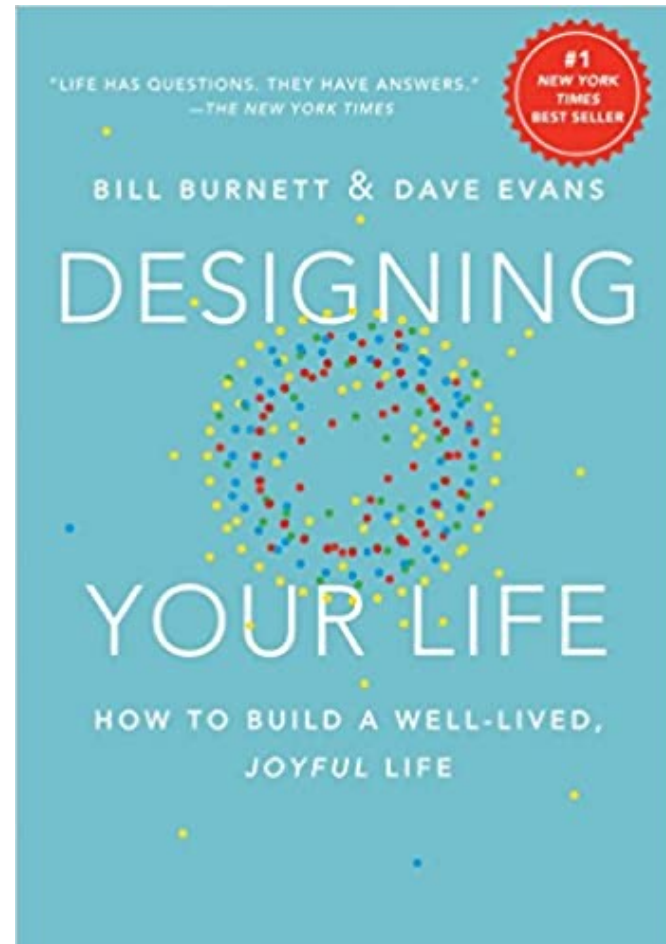
What can a prototype help you do?

- Involve others – helps you build a community and network.
- Start conversations & find unexpected opportunities.
 - *“cultivate serendipity”*
- Fail rapidly without overinvesting; fail forward.
 - *“fail often in order to succeed sooner”*

How can you prototype NOW?

- Complete an Internship
- Find a Mentor
- Informational Interview
- Job Shadowing
- Got to Conferences
- Volunteer
- Run for Office
- Join Clubs/Organizations
- What Else?

A great
(and
short)
read



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