Thinking About Strengths, Values and Interests for Career Matching



Presented by: Sarah Southey, MSW, RSW
Therapist and Employment Coach
Redpath Centre Affiliate
sarah.southey@redpathcentre.ca

About Sarah

- Undergraduate degree in Labour Studies and a Masters of Social Work
- Over 12 years experience directly counselling individuals with challenges finding and keeping work
- Provides counselling to youth and adults around employment, anxiety and social relationships
- Mom to three young boys and a dog
- www.sarahsouthey.com

The Redpath Centre

The Redpath Centre

The Redpath Centre is a private mental health organization specializing in ASD and other neurodevelopmental conditions across the lifespan. In addition to providing a range of clinical services, we carry out research, educate stakeholders, and advocate for systems change.

We offer psychological assessments, occupational therapy, speech assessment/therapy, individual, couple, family and group therapy, vocational and educational coaching.

Main office located downtown Toronto and affiliates throughout the province

What You Need for this Workshop

Paper/pen or a device to write ideas down on

Access to skills and values document

Other helpful documents to review include past psych assessments and old report cards or grades

Agenda

- Common Skills/ Strengths
- Individual skills exercise
- Values exercise
- Interest and fit
- Managing the challenges

Strengths/Skills



http://www.dudeimanaspie.com/2011/05/aspergers-advantages-in-workplace

Quiz Time

1. True/False - 90% of people with disabilities performed as well or better at their jobs than their non-disabled co-workers
2. True/False - Individuals with disabilities report more frequent absences from work than their colleagues.
3. True/False - Staff retention was 72% higher among persons with disabilities.

Common skills/Strengths

- Creative problem-solver
- Logical thinker
- Mindful of detail,
- Strong technical detail
- Honest,
- Accurate
- Thorough
- Appreciation of repetitive routine

Common Skills/Strengths Continued

- Loyal
- Reliable
- Persistent
- Conscientious
- Highly intelligent

Essential Skills

- Essential skills are the skills that people need for work, learning and life. They are used in the community and the workplace, in different forms and at different levels of complexity.

Essential skills	Typical applications	Workplace examples	Community examples
Reading **Understanding materials written in sentences or paragraph (e.g. letters, manuals).**	• Scan for information or overall meaning. • Read to understand, learn, critique or evaluate. • Analyze and synthesize information from multiple sources or from complex and lengthy texts.	An airline sales agent reads notices on a computer screen, such as special handling requirements or weather information.	You may use this skill to understand a lease agreement for a new apartment.
Document use **Finding, understanding or entering information (e.g. text, symbols, numbers) in various types of documents, such as tables or forms.**	• Read signs, labels or lists. • Understand information on graphs or charts. • Enter information in forms. • Create or read schematic drawings.	A bricklayer interprets blueprints to determine the height, length and thickness of walls.	You may use this skill when referring to a bus schedule to plan an outing.

- https://www.canada.ca/en/employment-social-development/programs/essential-skills/tools/what-aresential-skills.html

Individual Strengths

- Let's take a closer look at things you are good at and/or what you want to learn

Skills Assessment Worksheet

Transferrable Skills generally are not associated with a particular job or task. Transferable skills are usually broader and related to leadership, communication, critical thinking, analysis, and organization. These are skills that can be transferred and utilized in a variety of different kinds of jobs and career paths.

Print the list of skills below and mark each column as described. ***You can have the same skill marked more than once in each column.***

1. What skills have you already acquired and feel competent doing? In the first column, mark each skill in which you feel competent.
2. What skills do you enjoy, even if you are not proficient at them? In the second column, mark those skills that you really enjoy.
3. What skills would you like to learn, acquire or develop further?

Skill	1. Feel Competent	2. Enjoy/ Favorites	3. Would Like to Develop
Communication Skills			
Write, edit, translate, interpret or critique words			
Speak in public, debate, advocate, present or demonstrate an idea			
Facilitate a meeting			

Identify Strengths and Interests – Next Steps

- Talk to people who know you best and ask them: What do you think I'm good at?, What are some of my best qualities?
- Get experience (volunteering, co-op, informational interviews, job shadowing)
- Participate in teams, groups or clubs
- Enroll in programming that focuses on employment, life and social skills to best prepare the individual for adult independence

Identifying Strengths and Interests Continued

- Through formal tools that review skills, personality type, interests and values such as : Career Cruising (free at any local library or school), Myers Briggs, Strong Interest Inventory, John Holland Codes, HRSDC links, online research, etc.
- What did you daydream about when you were younger?
- Through bouncing ideas off of someone (ex. a parent, teacher, mentor, etc).
- Talk to guidance at school and think back to your Careers and Civics course

Know Your Values

- Aside from knowing your strengths, it’s also important to know what’s important to you!
- “Values are a matter of what guides you through every day, every task, every encounter with another human being.”*
- Have a look at the values inventory and complete it. In a future job search, you want to look for places that fit your values.

*Richard N. Bolles, What Color is Your Parachute?

Values – What's Important to You

VALUES INVENTORY

HIGH VALUE	VALUE	LOW VALUE	VALUE	DESCRIPTION
			Help society	Do something which contributes to improving the word we live in
			Help others	Be directly included in helping other people, either individually or in small groups
			Public contact	Have a lot of day-to-day contact with the public
			Work with others	Work as a team member toward common goals
			Work alone	Do projects by myself, with limited contact with others

*Adapted from www.tufts.edu

Best Fit

- Job fit is a concept that refers to how well an employee is suited for his or her position
- Knowing your skills, interests and values will help you search for jobs that may be a good fit
- It is also important to research the company to understand if you agree with their company values and culture
- A better fit will allow for improved confidence and success!*

*Lorenz, Kurtzing, Frischling, Cuadros, & Heinitz, (2016)

Tips for Managing the Challenges

- Determine disclosure plan
- Stress management system (including environmental stress)
- Establish a workplace mentor
- Use small talk social skills strategies to identify 1-2 “work friends”
- Encourage your employer to schedule diversity events
- Script where possible
- Negotiate the social

References/Resources

- https://ccv.edu/documents/2013/11/skills-inventory-worksheet.pdf/
- https://www.canada.ca/en/employment-social-development/programs/essential-skills/tools/what-aresential-skills.html
- Bissonnette, B. (2009) *The Employer's Guide to Asperger's Syndrome* accessed through: http://www.antiochne.edu/wp-content/uploads/2012/08/ASDEmpGuide.pdf
- The road to inclusion - Integrating people with disabilities into the workplace. (July 2010). Accessed at: http://www.deloitte.com/assets/Dcom-Canada/Local%20Assets/Documents/About%20us/Diversity/ca_en_dialogue_on_diversity_v2_080710.pdf -

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- Garcia Winner, M. & Crooke, P. (2011). *Social Thinking at Work.* Think Social Publishing and North River Press, California.
- Shelwchuk, R. Careers for Kids! (2013). *How to Help Your Kids Choose a Career.* Smart Start Publishing: Canada

Helpful Links

- www.sarahsouthey.com
- www.redpathcentre.ca
- Onetonline.org
- www.auticon.ca
- ca.specialisterne.com
- http://readywillingable.ca
- https://canadastop100.com/diversity