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**M1 Lesson 6: Skills, Characteristics and Competencies…what’s the difference?**

Core Competencies:

|  |  |  |
| --- | --- | --- |
| * Communication | * Thinking | * Personal & Social |

Big Ideas:

* Reflecting on our preferences and skills helps us identify the steps we need to take to achieve our career goals.

Curricular Competencies:

* Use self-assessment and reflection to develop awareness of their strengths, preferences and skills.
* Question self and others about how individual purposes and passions can support the needs of the global and local community when considering career choices.
* Apply decision-making strategies to a life, work, or community problem and adjust the strategies to adapt to new situations.

In this lesson and activities, students learn the differences between skills, characteristics and competencies, researching the three terms on WorkBC and then determining how employer’s demands of skills, characteristics and competencies will change between now and the future. The assignment will end with students reflecting upon their own skills, characteristics and competencies, how they exemplify them in their daily lives, and how they could impact career choices in the future.

Lesson:

For students:

Technology is changing the way we live and how our workplaces operate. What does this mean for you as you navigate your career-life journey? As an employee, you will need to be ready to adapt to the coming changes. Employers will expect you to have a different set of skills, competencies and characteristics than they did in the past.

But what do we mean by skills, competencies and characteristics? These are the qualities that either come naturally to you or that you could gain through education, training and experience. Learning about them could help you decide what careers are a good fit for you.

WorkBC has a great website showing the [Skills for the Future Workplace](https://www.workbc.ca/Labour-Market-Industry/Skills-for-the-Future-Workforce.aspx) including an interactive graph of what it will take to be successful in a B.C. career of the future. Read the WorkBC link to become better acquainted with the differences between skills, competencies and characteristics for your next assignment!

From: https://www.workbc.ca/Labour-Market-Industry/Skills-for-the-Future-Workforce.aspx

The table below shows how required competencies will change between 2015 and 2020. As you can see, critical thinking and creativity will become more important while negotiation will be less important.

***Top 10 competencies in 2015 and projected for 2020:***

| **Top 10 in 2015** | **Top 10 in 2020** |
| --- | --- |
| 1. Complex problem solving | 1. Complex problem solving |
| 2. Coordinating with others | 2. Critical thinking |
| 3. People management | 3. Creativity |
| 4. Critical thinking | 4. People management |
| 5. Negotiation | 5. Coordinating with others |
| 6. Quality control | 6. Emotional intelligence |
| 7. Service orientation | 7. Judgment and decision-making |
| 8. Judgment and decision-making | 8. Service orientation |
| 9. Active listening | 9. Negotiation |
| 10. Creativity | 10. Cognitive flexibility |

**Source:** *The Future of Jobs Report*, World Economic Forum, January 2016

Assignment:

In this assignment, you will use the Projected Top 10 Competencies in 2020 and relate them to your own **transferable skills:**the skills and abilities that are relevant and helpful across many different areas of your life: socially, professionally and at school. They are the ‘portable skills’ that you can develop and use in one area in your life and transfer to another area of your life. The good news is that you already have transferable skills – you’ve developed such skills and abilities throughout your life, at school, at home and in your social life, as well as through any experience in your community.

Adapted from: www.skillsyouneed.com/general/transferable-skills.html1. Choose five of the top ten competencies projected for 2020 and complete the following table:

|  |  |  |
| --- | --- | --- |
| **Competency** | **How have you demonstrated this skill in your day to day life? Explain.** | **How do you feel this skill could be used in a future job or career? Provide an example.** |
| 1. |  |  |
| 2. |  |  |
| 3. |  |  |
| 4. |  |  |
| 5. |  |  |

2. Revisit the [WorkBC Skills for the Future Workforce](https://www.workbc.ca/Labour-Market-Industry/Skills-for-the-Future-Workforce.aspx) page and answer the following question:

* Do you feel that skills, characteristics or competencies are most desired by employers? Which do you feel are inherent, or natural in our personalities, and which do you feel could be trained by employers? Use specific examples from the WorkBC definitions of skills, characteristics and competencies in your response.

Assessment:

(see next page)

