Career Adaptability
Creating resilience in workers and organisations

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What are we going to be talking about?

• How you can address career adaptability in your organisation

• A framework that you can use

• Enabling skills assessment

• Work in development
Before we start...

Are you doing anything in your organisations currently around career adaptability or career resilience?

Given the current situation, will this now be a priority?
Think for a few minutes

What shape are you?
Another thing to think about
Putting it all together- a frame of reference for success

- Understand their vocational or professional personality
- Interpret their life themes
- Demonstrate career adaptability

Capability?

- Concern
- Control
- Curiosity
- Confidence

Capability?
Concern for the future: an interest in the future helps you to look ahead and prepare for what might come next

1. Thinking about what my future will be like
   - 1 (Not strong)  2  3  4  5 (Strong)
   This question relates to your tendency to visualise your future – for example, thinking about where you might be and what you might be doing in 3, 5 or 10 years’ time.

2. Realising the implications of today’s choices for my future
   - 1 (Not strong)  2  3  4  5 (Strong)
   This question is asking about how you see the relationship(s) between decisions and/ or choices made in the present and how these impact on the way your future unfolds.

www.caba.org.uk/how-we-help/career-development/career-adaptability-tool
Value My Skills

Welcome to your interactive skills assessment tool

Enter
Giving Credit To Others

Think of a time when you were recognised and appreciated the achievements of others. It could be when you praised a member of your team at work or when you’ve written a message of thanks to someone in your life.

How competent are you at giving credit to others?

[3-star rating]
Now it’s time to put together your Skills Action Plan. This will inform your discussion with your ULP so it’s important to be as detailed as you can and to think about how you’ll like to develop some of your skills. Fill out the form and click ‘I’m done’ when you’ve finished. You’ll be able to export your personal Skills Action Plan to save or print.

Click the close button to continue.
Skills Action Plan

Time Management

Adequate

- Learning to prioritise
- Setting myself small goals at work
- Completing a time management course

Begin typing here...

Leading

Under Developed

- I will improve by...
- Joining and using LinkedIn
- Joining industry clubs, unions and groups
- Attending an industry event or webinar
Tip: To start any successful coaching conversation, you need to look at the behaviour the person wants to change or clarify their principal aims.

In short, you need to establish the goal.

What objective have you set for yourself?

That's great, but let's dig a little deeper.

How will you achieve this goal?
Department for Education
What will it look like?

Where shall we begin?
LEVEL 2 CERTIFICATE IN PRINCIPLES OF WORKING WITH INDIVIDUALS WITH LEARNING DISABILITIES

If you do NOT meet the criteria for funding, register your interest to purchase the course by clicking here.

To be eligible for funding you must be aged 19 or over, have been living in the European Union for the last 3 years and have not previously completed the course you are wanting to enrol on.

If you do not complete the course, you may be liable to a £100 resource and registration fee.

Are you looking to complete some learning disabilities training? This qualification aims to provide you with a comprehensive understanding of issues related to different types of learning disabilities and how these affect individuals in their daily lives. By studying this course, you will cover a range of topics, including safeguarding and personalisation in social care.

Eligible for funding? Click the 'APPLY NOW' button.
Not eligible for funding? Click the 'ADD TO BASKET' button.
Takeaways

• Career adaptability will be vital for any organisation
• It creates security for an organisation and the individuals in your care
• Start the conversation - use the tools and resources available for free
• Think about how to accelerate building skills using technology
• Start now! Review constantly
• Leverage Saffron and the community!