

# **Stepping Into Hope and Change New York City**

Thursday, April 7, 2011

## **Identifying your mission and personal statement (Part 1)**

**The starting point is you**

Session Materials

Time: 11:45am-1:15pm

Location: Studio B

Moderator:

Paulette Fried, MSW, NCCC – Career Services Consultant

## CAREER MAP

SKILLS & ABILITIES

INTERESTS

VALUES

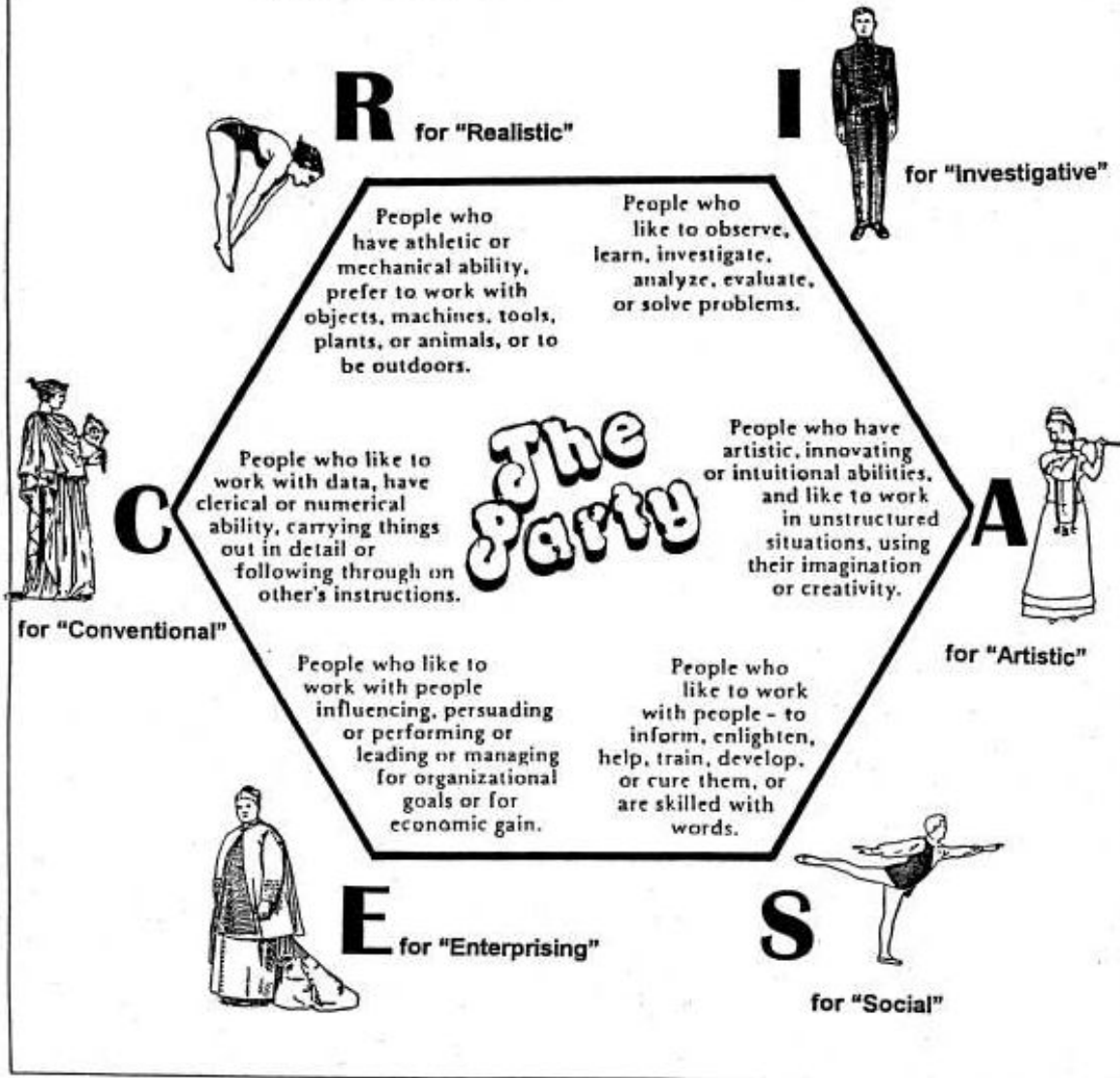
STRENGTHS & HIDDEN ASSETS

# Career Transition For Dancers

## What Skills You Have and Most Enjoy Using

Generally speaking, all skills divide into six clusters or families.  
To see which ones you are *attracted to*, try this PARTY exercise:

Below is an aerial view of a room in which a two-day (!) party is taking place.  
At this party, people with the same or similar interests have (for some reason)  
all gathered in the same corner of the room—as described below:



Adapted from *WHAT COLOR IS YOUR PARACHUTE?* by Richard Nelson Bolles

# Career Transition For Dancers

## SKILLS IDENTIFICATION from 'The Party' Exercise



Most careers can be characterized in terms of skills by combining 2 – 4 of the following groupings. Which groups appeal to you most?

### **“E” Skills - Enterprising occupations include managerial and sales occupations**

Motivating others	Conducting groups
Persuasive	Initiative
Promoting	Self-directed
Influencing others	Change
Develop rapport / trust	Charisma
Arbitrating	Courage
Renegotiating	Leadership
Bargaining	Prioritizing tasks
Manipulating	Coordinating
Showmanship	Supervision
Demonstrating	Evaluating
Presentations	

### **“S” Skills – Social occupations include educational and social welfare occupations**

Serving and helping	Communicates effectively
Teaching	Training and development
Public relations	Curious
Good listener	Reading
Patience	Composing
Establish rapport	Interpreting
Therapeutic abilities	Translating
Team work	Flair for writing
Empathy/understanding	Speaking
Diplomacy	Group facilitating
Inventive	Good expression of self
Advising	Organizer of programs

### **“I” Skills – Investigative occupations include research, scientific and some technical occupations**

Observing	Screening
Estimating	Exceptional intelligence
Scanning equipment use	Surveying
Listening	Research
Hearing	Interviewing
Keen senses	Dissecting
Detecting	Diagnosis
Perceiving	Grouping or classification
Discovering	Problem solving
Learns quickly	Trouble shooting
Alert	Critiquing
Appraising	Testing
Assessing	

**“A” Skills – Artistic occupation include artistic, musical, and literary occupations**

Imaginative	Expressive
Ideaphoria	Communication
Inventive	Playfulness
Creative	Facial expressions
Innovative	Symbolism
Experimental	Audio-visual
Originality	Photographing
Abstract	Spatial design
Adapting	Illustrating
Visualize shapes	Composing
Sensitivity	Fashioning

**“C” Skills - Conventional occupations include office and clerical occupations**

Executing decisions and instructions	Budgeting
Implementing decisions	Resource person
Enforcing regulations	Numerical ability
Responsible	Arithmetic
Dispatching	Bookkeeping
Efficient	Statistics
Perseverance	Analysis
Systematic	Financial reports
Organization	Planning
Clerical ability	Appraising
Classification	Accountability
Facilitating	

**“R” Skills – Realistic occupations include skilled trades, technical and some service occupations**

Manual skills	Motor coordination and agility
Machine skills	Recreation
Designing	Athletic
Constructing	Outdoor survival
Assembling	Travel
Dexterity	Working with animals
Crafts	Ranching
Precision work	Farming
Culinary	Navigating
Operating machinery and equipment	Keen sensations
Maintenance	Producing work
Trouble shooting	

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Learn more at [careertransition.org](http://careertransition.org)

# Dancers are a Valuable Resource in the World of Work

Dancers develop these **Adaptive Skills**, (positive personal qualities and characteristics) that are transferable to other fields, careers and work roles:

**A**bility to work as part of a team or independently

**D**isciplined and dedicated

**A**bility to take direction

**P**ersistent and able to work under pressure

**T**rained to think on their feet and adapt quickly to change

**I**ntelligent and hard-working

**V**itality, energy and physical stamina

**E**ngaging physical presence

**S**trive for excellence

**K**een motivation to improve and hone their skills

**I**ndividuals who are successful in one career are more likely to be successful in another

**L**earning skills of focus and concentration

**L**istening and observing skills

**S**trong sense of commitment and responsibility

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Adaptive Skills prepared by Suzie Jary, L.C.S.W., C.P., P.A.T.

Presented at the First International Symposium of the International Organization for the Transition of Professional Dancers (IOTPD), Lausanne, Switzerland, May 1995

# List of Career Values

(The Knowdell™ Career Values Card Sort developed by Richard L. Knowdell)

- **ADVANCEMENT** – Be able to get ahead rapidly, gaining opportunities for growth and seniority from work well-done
- **ADVENTURE** – Have work duties which involve frequent risk-taking
- **AESTHETICS** – Be involved in studying or appreciating the beauty of things, ideas, etc.
- **AFFILIATION** – Be recognized as a member of a particular organization
- **ARTISTIC CREATIVITY** – Engage in creative work in any of several art forms
- **CHALLENGING PROBLEMS** – Engage continually with complex questions and demanding tasks, trouble shooting and problem-solving as a core part of job
- **CHANGE AND VARIETY** – Have work responsibilities frequently changed in content and setting
- **COMMUNITY** – Live in a town or city where I can meet my neighbors and become active in local politics or service projects
- **COMPETITION** – Engage in activities which pit my abilities against others
- **CREATIVE EXPRESSION** – Be able to express in writing and in person my ideas concerning job and how I might improve it; have opportunities for experimentation and innovation
- **CREATIVITY (general)** - Create new ideas, programs, organized structures or anything else not following format developed by others
- **EXCITEMENT** – Experience a high degree of stimulation or frequent novelty and drama on the job
- **EXERCISE COMPETENCE** – Demonstrate a high degree of proficiency in job skills and knowledge; show above-average effectiveness
- **FAST PACE** – Work in circumstances where there is high pace activity and work done rapidly
- **FRIENDSHIPS** – Develop close personal relationships with people as a result of work activity
- **HELP OTHERS** – Be involved in helping people directly, either individually or in small groups
- **HELP SOCIETY** – Do something to contribute to the betterment of the world
- **HIGH EARNINGS ANTICIPATED** – Be able to purchase essentials and the luxuries of life I wish
- **INDEPENDENCE** – Be able to determine nature of work without significant direction from others; not have to follow instructions or conform to regulations
- **INFLUENCE PEOPLE** – Be in a position to change attitudes or opinions of other people
- **INTELLECTUAL STATUS** – Be regarded as very well-informed and a strong theorist, as one acknowledged “expert” in a given field
- **JOB TRANQUILITY** – Avoid pressures and “the rat race” in job and role and work setting
- **KNOWLEDGE** – Engage myself in pursuit of knowledge, truth and understanding
- **LOCATION** – Find place to live (town, geographic area) conducive to my lifestyle, a desirable home base for my leisure, learning and work life
- **MAKE DECISIONS** – Have the power to decide courses of action, policies, etc. – a judgement job
- **MORAL FULFILLMENT** – Feel that my work is contributing to ideals I feel are very important
- **PHYSICAL CHALLENGE** – Have a job that requires bodily strength, speed, or dexterity, or agility
- **POWER AND AUTHORITY** – Control the work activities or (partially) destinies of others
- **PRECISION WORK** – Deal with tasks that have exact specifications, that require careful, accurate attention to detail
- **PROFIT, GAIN** – Have strong likelihood of accumulating large amounts of money or other material gain through ownership, profit-sharing, commissions, merit pay increases and the like
- **PUBLIC CONTACT** – Have a lot of day-to-day contact with people
- **RECOGNITION** – Get positive feedback and public credit for work well done
- **SECURITY** – Be assured of keeping my job and a reasonable financial reward
- **STABILITY** – Have a work routine and job duties that are largely predictable and not likely to change over long period of time
- **STATUS** – Impress or gain the respect of friends, family and community by the nature and/or level of responsibility of my work
- **SUPERVISION** – Have a job in which I am directly responsible for work done by others
- **TIME FREEDOM** – Have responsibilities I can work at according to my time schedule; no specific working hours required
- **WORK ALONE** – Do projects by myself, without any amount of contact with others
- **WORK ON FRONTIERS OF KNOWLEDGE** – Work in research and development, generating information and new ideas in the academic, scientific or business communities
- **WORK UNDER PRESSURE** – Work in time-pressured circumstances, where there is little or no margin for error, or with demanding personal relationships
- **WORK WITH OTHERS** – Have close working relations with group; work as a team to common goals