

# Grow Me- Career Readiness Track

## What is YOUR Why?

Week #1 and Week #15

The purpose for these weeks is to prepare the customer for the Grow Me career readiness journey by exploring personal commitment and self-determination. The participant will complete these weeks and gain an understanding of what drives them and what they believe their purpose is for taking the program. The activities revolve around vision, values and resolve. These concepts address the importance of viewing career readiness and employment as more than just a means to income, but also to fulfillment and dignity.

## Being unreasonable in your expectations may be the only way to grow

Week #21 and Week #43

The purpose of these weeks is work with the customer in the skill of goal-setting and roadblock identification. The content and the activities are designed to teach the customer to build tools to overcome the physical and emotional obstacles that come with finding, landing and keeping employment.

## Liabilities and Assets are not just dollars and cents

Week #3 and Week #8

The purpose of these weeks is to help the customer discover their own job-related interests, skills and abilities. They are also learning why some companies may value select skills and abilities more, desiring to invest in those skills at a higher wage.

## Don't change your character based on your circumstances

Week #11

The purpose of this weeks is to learn the importance of conscientiousness. Studies have found that conscientious people have fewer moving violations, are more engaged at work, and they are more likely to avoid impulsive decisions. Conscientiousness is one of the highest predictors of life-long success. The participant will learn that being honorable is a learned skill and requires practice like any other career skill.

## Measure what is measurable...but don't lose sight of what is not

Week #29

The purpose of this week is to reveal the importance for developing a roadmap for the Grow Me career readiness journey. Reverse engineering, or sometimes known as backward planning, is a very effective way to build a vocational plan. The digital content and the activities provide a clear and simple explanation of the concept(s) and ask the customers to put the lessons into action.

## Sometimes it is necessary to “Unfollow”

Week #39

The purpose of this week is to help prepare job seekers for identifying, growing, and using their personal sphere of influence for job searching. The activity uses the concept of Dunbar’s Number to help customers dig into the reality of who they spend time with and encourages them to evaluate those relationships. There is only so much space in our social brain that that space is precious real estate.

## Entitlement creates a state of feeling your expectations are unmet

Week #36

The purpose of this week is to introduce the concept of “Locus of Control. This is a career development concept that is useful for both the job hunt and the goal of maintaining employment once obtained. Individuals with an internal locus of control perspective behave more constructively because they have greater confidence in their ability to influence outcomes through their own actions. They also demonstrate higher levels of self-esteem. Possessing the sense that one can control some or most of the outcomes leads to more long-term successes and a more positive view of self.

## Don’t let not knowing get in the way of accomplishing your “What”

Week #33

The purpose of this week is to reinforce the idea of failing forward. A body of research that began in 2011 suggests that **aversion to mistakes** is a cause of poor learning habits. The research suggested that those of us who have a “growth mindset” — believing that intelligence is malleable — pay more attention to mistakes and treat them as a wake-up call, a teachable moment. By contrast, those who adopt a “fixed mindset,” believing intelligence is static, shut down their brain in response to negative feedback, and thereby miss one of the key opportunities to learn. This is a job sustainability skills that is critical to develop before landing the job. It is also a key concept that effectively promotes trust in an interview situation.

## Friends affect the way that you see yourself & the world. Choose wisely

Week #22 (Dove)

The purpose of this weeks is to discuss how environmental factors can detail a well-planned pathway. Specifically, the participants will see how friends and intimate partners play into staying on or veering from the plan. The Michelangelo Phenomenon and a Dove video effectually bring home the concepts of the customers need for positive personal influencers.

## You are who you say you are

Week #15

The purpose of this week is to explore the concept of self-determination. This week challenges the customers to decide who they want to be and learn how to successfully share that message. The activity encourages the customer to see his life as his own movie script to write. He is encouraged to be his own

author, director, and actor in this movie. Customers are reminded that they are the ones, the only one, who really decides who they are. Free will.

## Leave brain space for the important stuff

Week #20

The purpose of this week is to help customers identify gaps in their own decision-making skills and provide tools, tips and activities to improve those skills and address the gaps. Researchers at Cornell University estimate that we make 227 decisions every day on food alone. As responsibility (growth) increases, so does the multitude of choices one has to make. Decision fatigue is a specific concept that is covered and the idea that auto pilot works when built on healthy dependencies.

## Remind yourself daily that it is OK to be less than perfect

Week #50

The purpose of this week is to build on the trait of forgiveness. It is a critical job skill, and is vital to learn to forgive self for imperfection. Recognizing that we can (and are!) imperfect gives us permission to forgive others. That builds trust and fortifies a positive organizational culture.

## You ARE free to choose, but you are NOT free from the consequences of those choices

Week #35

The purpose of this week is to help participants understand the key job sustainability concept of making the most of every minute. Employers appreciate industriousness and creativity. Whether employers are encouraging “staying busy” or professional development, research shows that people’s biggest regrets tend to be things that they did not pursue, not the ones that they tried and failed. Studies show the most enduring regrets come from not knowing whether you could have achieved something that you desired to do. It is the unresolved regret that lingers.

## You have a natural instinct to help others with the Helper’s High!

Week #52

The purpose of this week is to share the concept of the Helper’s High. A 2007 University of Louisville study showed that, contrary to popular opinion, we’re actually happier doing things for others than we are when we seek pleasure for ourselves. Meaningful actions trump selfish ones every time. The employee who knows the value of this concept will earn the heart of any employer.