



# MAKING YOURSELF INDISPENSABLE - BUILDING CAREER DURABILITY

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Future-Ready Skills Day

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# TODAY'S LANDSCAPE



- 1 in 4 respondents said they were thinking of changing careers due to COVID-19
- Of those employed, 31% were concerned that a lack of either hard skills or certifications made them vulnerable.
- Respondents were almost equally worried about a lack of soft skills or network, with 27% citing these areas of concern.
- Almost half said that they have confidence in their capabilities as they relate to keeping or finding jobs.
- 39% of respondents who were currently working or intending to find work do not plan on doing anything to boost their employability.

# CAREER DURABILITY

Acquiring the skills, mindset, and knowledge to be an engaged and productive member of the workforce – continuously.



## PILLARS OF CAREER DURABILITY

**SOFT  
SKILLS**

**HARD  
SKILLS**

**APPLIED  
TECH  
SKILLS**

**INSTITUTIONAL  
KNOWLEDGE**

**MINDSET**

# SOFT SKILLS

- **What they are:** Interpersonal attributes that you need to collaborate successfully with others at work.
- **Why they're important:** As machines take over more work tasks over the next 10 years, soft skills like empathy, intuition, diplomacy, judgment, and problem solving will set human employees apart.
- **How you might get them:** Mentorship, personality assessments/recommendations, reading (*How to Win Friends and Influence People*, *7 Habits*), on-the-job experience.



# HARD SKILLS

- **What they are:** Teachable skills in a specific area for which learning can be measured (i.e. you either know it or you don't).
- **Why they're important:** If you're applying for a given job, employers will expect you to be able to perform the requisite functions (e.g. if you're a phlebotomist, you must know how to insert an IV).
- **How you might get them:** Degree programs, online courses, certifications/microcredentials, employer training.





*In DeVry CAB's recent research, 70% of employers said proof of ATS made job candidates stand out!*

# APPLIED TECH SKILLS

- **What they are:** The ability to leverage people, processes, data, and devices to do a job more efficiently.
- **Why they're important:** In all occupations, technology exists to augment human work. But do you know what that is and how to use it? (e.g. data analytics, application development).
- **How you might get them:** Online courses, employer training, mentorship, solo exploration and investigation.

# INSTITUTIONAL KNOWLEDGE

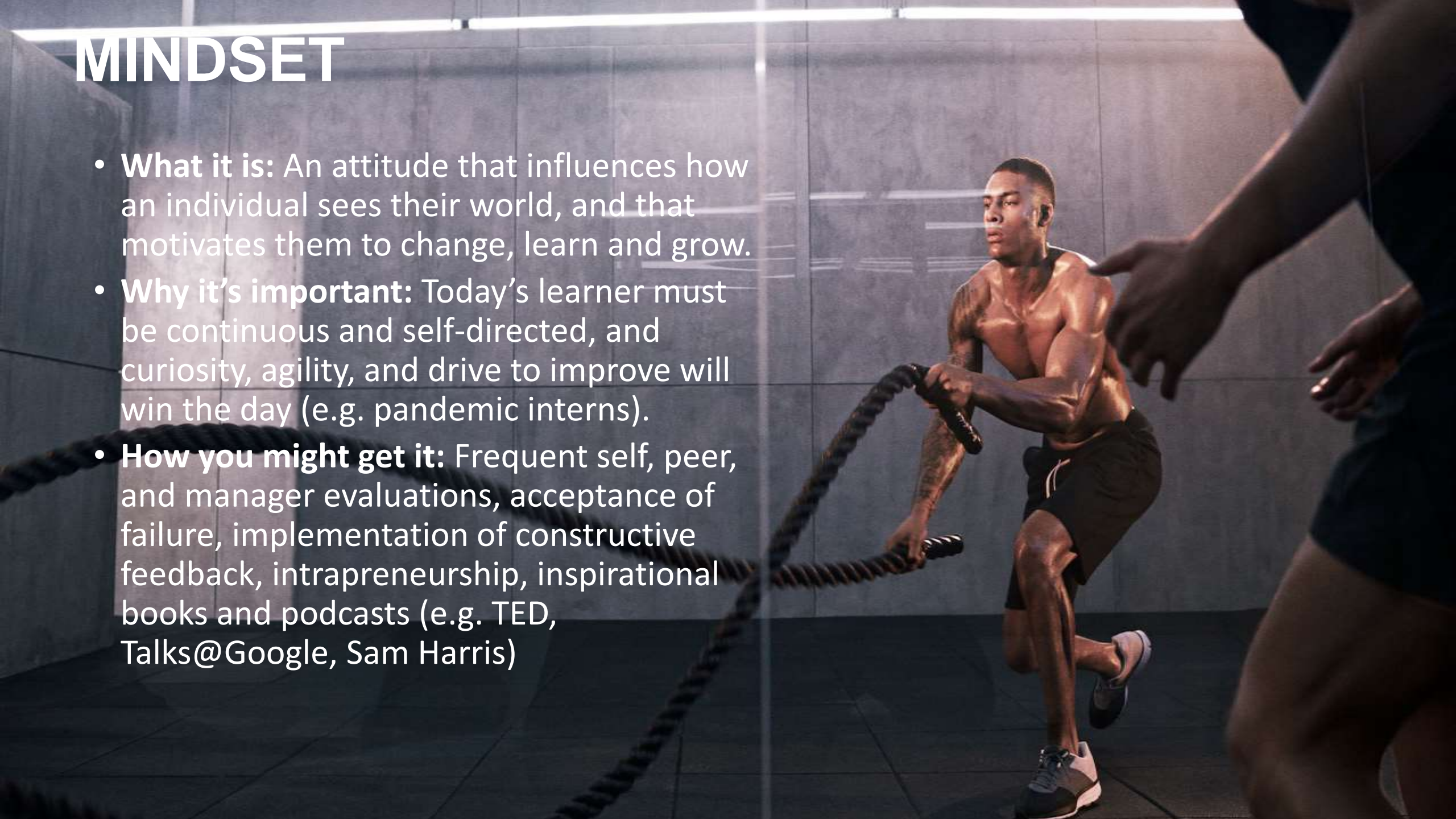
- **What it is:** The job or industry specific expertise gained through experience and/or tenure.
- **Why it's important:** Organizations are facing a brain drain caused by the retiring Boomers. Some things can only be learned by facing similar scenarios multiple times over a career lifespan (i.e. BNSF railroaders).
- **How you might get it:** Stay at one company or in one industry but gain cross-functional and adjacent expertise via job shadowing, informational interviewing, and volunteering.





# MINDSET

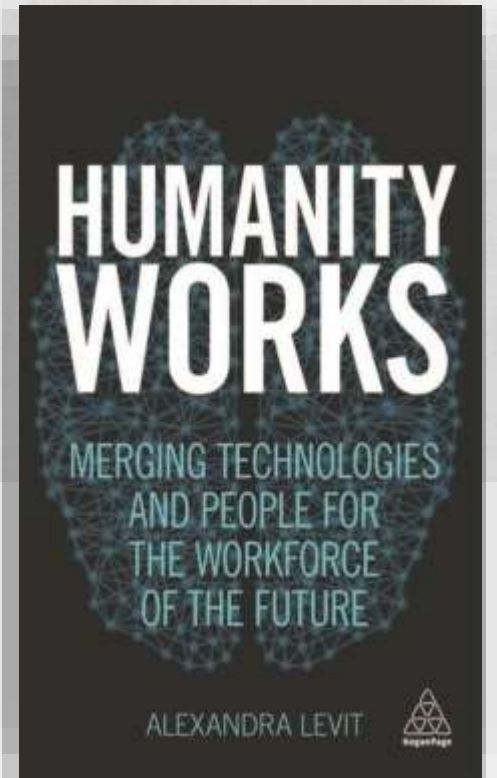
- **What it is:** An attitude that influences how an individual sees their world, and that motivates them to change, learn and grow.
- **Why it's important:** Today's learner must be continuous and self-directed, and curiosity, agility, and drive to improve will win the day (e.g. pandemic interns).
- **How you might get it:** Frequent self, peer, and manager evaluations, acceptance of failure, implementation of constructive feedback, intrapreneurship, inspirational books and podcasts (e.g. TED, Talks@Google, Sam Harris)



# IDEAS FOR MAINTAINING DURABLE VALUE

- Be a **futurist**: Think about what's coming next in your profession or industry and where you need to fill gaps.
- Prepare for **superjobs** - or jobs that combine tasks from previously separate roles (e.g. customer experience architect).
- Take advantage of employer-driven **upskilling** and **reskilling** efforts.
- Tap into your **rivers of information** - or identifying the right mix of training resources.
- Communicate **examples of all 5 pillars** on your resume and in interviews.
- Hone your **crisis management skills** (COVID-19 will not be the last disruption).





THANK YOU!

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