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# FINDING DIRECTION

Helping Your Students To Find Direction

June 5, 2007



Dr. Leahcim Semaj

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Leahcim T. Semaj & Company Limited

# The JobBank

Resultants in Human Behaviour, Productivity & Psychometric Testing

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## The Text For Today

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- If a blind man leads a blind man,
- Both will fall into a pit
- Matthew 15:14





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## IN LIFE


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- There are no victims
- Only Volunteers

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## YOUR HISTORY

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- DOES NOT HAVE TO DEFINE YOUR DESTINY


The Dog?
The Stone?

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## DESTINY

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- Destiny is not a matter of chance
  - it is a matter of choice;
- It is not a thing to be waited for,
  - it is a thing to be achieved

- William Jennings Bryan
- Positive Quote, 2000.12.12

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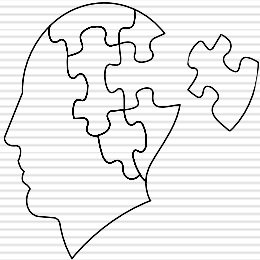
## You Run Things...

- No one can prevent you from learning
- No one can make you learn
- If you want to
- If you don't want to

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## The Role of Education

- Education's purpose is to replace an empty mind with an open one
- Malcolm S. Forbes



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## The Role of Education

- Perhaps the most valuable result of all education is the ability to make yourself do the thing you have to do,
- When it ought to be done,
- Whether you like it or not
- Walter Bagehot
- Positive quote of the day, Sept 15, 2000

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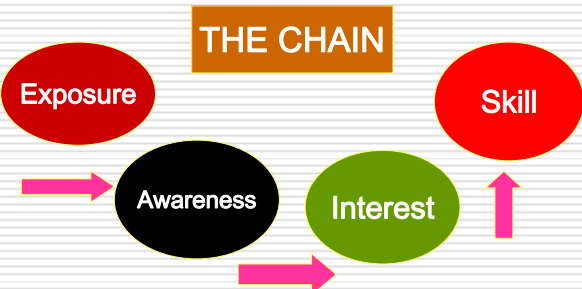
## The Reality of Life

- How far you get in **life**
- will be largely determined by how far you go in **school**

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## The Reality of Life

THE CHAIN



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## The Reality of Life

- Your parents cannot
  - leave their status to you on the will
- Your family name
  - may get you in the door
  - but you have to earn the right to stay there

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## The Jamaican Economy



- The Jamaican economy has transformed
- From a primary agricultural economy
- To a tertiary services economy
- In 20 years

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## The Structural Change

- In our economy from agricultural/ industrial
- To a technological/information-driven/ service type society
- More education required

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## Work



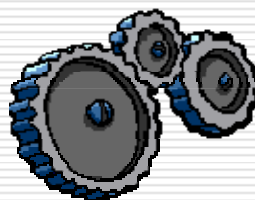
- How you pay rent for occupying space on earth

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## Work



- Spare us from three great evils:
  - boredom,
  - vice,
  - and need

□ Voltaire

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## The Devil



- Operates the world's largest employment agency

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## Do You Enjoy Work?

- If you win the lottery
  - You will be happy for a year
- But if you enjoy what you do
  - You will be happy for a life time
  - Discovery, June 18, 2000

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## Work and Play


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- ❑ There is work that is work
  - And there is play that is play;
- ❑ There is play that is work
  - And work that is play
- ❑ And in only one of these lie happiness
  - Gelett Burgess

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## Work is Worship

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- ❑ Your talents and skills are Gods gift to you
- ❑ What you do with them is your gift to God

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## ARE YOU READY

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for  
THE  
NEW  
WORK  
ORDER?




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## THE WORLD TODAY

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- ❑ Jobs that require some tertiary education or training grow faster than those requiring no qualification



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## The Work of the Future

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- ❑ The world is no longer divided into
- ❑ Specialists who know everything about something
- ❑ And generalists who know something about everything

■ Fast company 4/1996

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## The Work of the Future

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- ❑ Its about smart people who combine
  - Education
  - Interests
  - Skills
- ❑ to become virtual one-person cross-functional teams

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## The impact on society

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- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>❑ More big jobs for big people who want to</li> <li>■ Solve problems</li> <li>■ Create new processes</li> <li>■ Think</li> </ul> | <ul style="list-style-type: none"> <li>❑ Little people who just want to</li> <li>■ Turn off their brains</li> <li>■ Go to work</li> <li>■ Do what they are told</li> </ul> |
|---|--|
- |  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>❑ will have less to do</li> <li>❑ Michael hammer, 1996</li> </ul> |
|--|--|

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## MORE OUTSOURCING

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- ❑ To Consultants and Contractors
- ❑ The more creative and productive people will not be seeking employment
- ❑ Project Work grows
- ❑ **CSM is now a reality**
  - Fast Company: December/January 1998

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## CSME – Free Movement of Labour

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The following classes of people can now get a skills certificate and work in certain CARICOM countries

- University graduates
- Media practitioners
- Artistes
- Musicians
- Sportspersons
- Self-employed persons

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## CSME – Trade in Services

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- The following countries are “on board” and ready:
- Barbados      Belize
- Grenada      Guyana
- Jamaica      St. Lucia
- Suriname      Dominica
- Trinidad & Tobago

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## Human Capital Investment

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- Comes by Acquiring Knowledge
- This is a long-term investment

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## 12 Indestructible Careers

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That will stand the test of time  
Jobs that have staying power  
From: CareerBuilder.com

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# 1. Doctor

□ *Why it's everlasting:*

- While humans pride themselves on being the most intelligent of species, we still have a mortality rate, and we still get bumped, bruised and diseased along the way
- We will always need people to investigate and treat our medical conditions

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# 2. Teacher

□ *Why it's everlasting:*

- There will always be a need for education, and there will always be a need for people to do the educating



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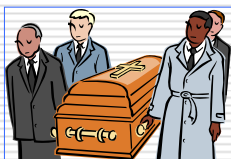
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# 3. Mortician

□ *Why it's everlasting:*

- Unless a solution for mortality is found and available to everyone, there will always be a need for someone to care after the deceased



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# 4. Waste Disposal Manager

□ *Why it's everlasting:*

- Humans create a lot of waste, biologically and otherwise
- We'll always need people to maintain and relocate our messes



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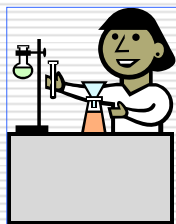
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# 5. Scientist

□ *Why it's everlasting:*

- Humans will always ponder our surroundings and how it all works
- We need people to dedicate their lives to the cause and effects of ourselves and our environments to deal with changes



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# 6. Tax Collector

□ *Why it's everlasting:*

- As the old saying goes, "In this world nothing is certain but death and taxes."
- For all reported income, there will always be a form of collection to aid government programs



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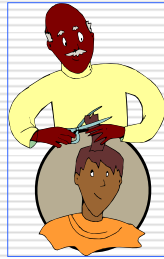
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## 7. Barber

**Why it's everlasting:**

- People will always need to have their hair cut and groomed



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## 8. Soldier

**Why it's everlasting:**

- Even if world peace were a reality, there would still be a fear of future wars based on history



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## 9. Religious Leader

**Why it's everlasting:**

- As people continue to ponder the meaning of their own existence, a majority find a need for people to assist them with a form of spiritual guidance



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## 10. Law Enforcement Officer

**Why it's everlasting:**

- If we are dependent upon a system that governs, we will also be dependent upon people to enforce the rules of that system



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## 11. Farmer

**Why it's everlasting:**

- One of the basic human needs is food and, even though farming is increasingly consolidated, there will still be a need for someone to grow it



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## 12. Construction Worker

**Why it's everlasting:**

- In the same way we'll always need food, we'll always need a form of shelter to protect us from the elements. We will always need construction workers to build and repair our buildings



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# 10 Hot Jobs for 2007

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## Experience Designer:


- These talented individuals work in the retail industry, creating the essence and aura of a store
- They go beyond the look of a place
  - creating a unique experience in which shoppers can immerse themselves



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## Experience Designer:

- From cellular boutiques to the major department stores
- The shops created by an experience designer are often considered works of art;
  - mini universes unto themselves



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## Experience designers

- are involved in every aspect of creation
- from choosing accent colors on walls
  - to slanting the windows in the right direction
- The next time you go into a boutique and you feel as if you've just had an "experience"
  - you have
  - someone went to a lot of trouble to make you feel at home

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## Medical Researcher:

- Researchers of **cancer**, **Alzheimers**, and the **developers of prosthetics** are the most coveted titles in the healthcare industry
- With the aging baby boomer population, the need for cures and treatment plans is both paramount and profitable.



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## Medical Researcher:

- **Major developments aren't only taking place in medicine**
  - **but also in the way doctors file medical records**
- Individuals with the know-how and creative juice to mix tech with medicine can expect large salaries in the years ahead




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## Web Designer:


- ❑ The creative arm behind highly trafficked websites
- ❑ This profession is still in its adolescent phase, and for 2007 it's going to be a new era of web design
- ❑ Monster.com charts a 26% growth rate in this field for the past year
  - which will continue to blossom for the coming year



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## Security Systems Engineer:

- ❑ The protective services industry can expect a rise in demand and salary
- ❑ Advances in Vegas-Casino like **security systems** and **satellite maps** are helping to wire the world for defense



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## Security Systems Engineer:

- ❑ Individuals with a head for **engineering** and **computers** can easily expect a six-figure salary in this industry
- ❑ From sonar imaging to keystroke identification
  - keeping our world safer has never been easier or more profitable

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## Urban Planners:

- ❑ individuals in residential planning and development can expect a lot of work in the coming years
- ❑ Urban Planners must meet the demand for better designed communities



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## Viral Marketers and Media Promoters:


- ❑ Not to be confused with someone in **advertising** or **public relations**
- ❑ a viral marketer knows how to build an audience from nothing with little more than rumor and excitement



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## Viral Marketers and Media Promoters:

- ❑ Known for such coups as **MySpace's Lonelygirl15** and the **Blair Witch Project**
  - Viral Marketers begin "contagious" campaigns that spread largely through word of mouth
- ❑ They now have a foothold in American advertising due largely to the Internet



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## Talent Agents:


- ❑ As fame and fortune grows for **performers** and **athletes**, a new arena opens for their **managers, promoters,** and general go-to guys
- ❑ Next to the celebrities themselves, these positions are some of the most competitive in the **entertainment industry**



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## Buyers and purchasing agents:

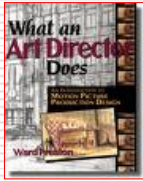
- ❑ Much of the department **store's** fate, lies in the hands of the buyers and purchasing agents
- ❑ These individuals are in charge of store inventory and make decisions on item color, size, quantity, and country of origin
- ❑ These jobs are often hard to come by and can be very lucrative if store profitability increases.



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## Art Directors:

- ❑ From plays to movie sets, any job that involves paint, lights, cameras, and action is in demand, especially within the 20-30 demographic
- ❑ Now perceived as the ultimate career for inspired artists with an affinity for pop culture
- ❑ **Art directors, set directors,** and **stage production directors** clamor for the top positions that call for hands-on creative genius with a couture designer's eye



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## News Analysts, Reporters, and Bloggers:


- ❑ The Internet has created a new realm for **reporters and writers**, who previously only saw their names and ideas in print
- ❑ Now, publications with an online division often hire three levels of correspondents:
  - **Print news writers**
  - **online news writers**
  - **bloggers**



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## News Analysts, Reporters, and Bloggers:


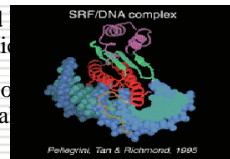
- ❑ Although most personal blogs aren't profitable enough to stand alone as businesses
- ❑ writers can use their increasing popularity as another gateway for their voices to be heard



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## Other Hot Jobs

1. **Tissue Engineers** – “Growing” new tissue and organs.
2. **Gene Programm** – engineering and altering individual genes to prevent a variety of diseases.
3. **Pharmers** – raising and producing genetically engineered to produce pharmaceuticals.
4. **Frankenfood M** – creating genetically modified organisms (GMOs) to prevent genetically altered organisms from getting out of hand.
5. **Data miners** – research gurus to extract useful information from mountains of data

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## Other Hot Jobs

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- 2. **Gene Programmers** – Mapping and altering individual genes to prevent a variety of diseases.
- 3. **Pharmers** – raising crops and livestock genetically engineered to produce therapeutic proteins.
- 4. **Frankenfood Monitors** – Eco-scouts and Bounty Hunters to prevent genetically altered species from getting out of hand
- 5. **Data miners** – research gurus to extract useful information from mountains of data

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## More Hot Jobs

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- 6. **Hot-Line Handymen** – Remote diagnostics for home electronics... via video phone.
- 7. **Virtual Reality Actors and Script Writers** – Creating pay-per-play cyber space entertainment
- 8. **Narrow casters** – Personalized media options.





Sony's Aibo robotic dog

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## More Hot Jobs

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## More Hot Jobs

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- 9. **Computer Engineers** – To mimic human intelligence to simulate human interaction.
- 10. **Knowledge Engineers** – Artificial intelligence brokers to translate human expertise into software.
  - Julie Rawe – Time Magazine, May 22, 2000

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## Jobs That Will Change

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- 1. The Internet will eradicate many middlemen – Stock Brokers, Auto Dealers, mail carriers, insurance and real estate Agents.
- 2. **Classroom Teachers** – Distance learning, online class rooms
- 3. Printers – digital books and news papers
- 4. **Stenographers** – voice recognition software
- 5. CEOs – Top down decisions too slow, global team of quick thinking experts

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## Jobs That Will Change

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- 6. Orthodontists – Disposable clear-plastic “aligners”
- 7. **Prison Guards** – Microscopic in plants to restrain prisoners
- 8. Truckers – Computer driven vehicles in “smart” lanes moving bumper to bumper at high speed

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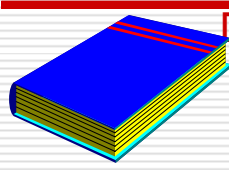
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## Jobs That Will Change

- ❑ 9. Housekeepers – Fridges today can order more food online. Self cleaning houses? Dust-eating nanobots?
- ❑ 10. Fathers & Mothers– In-vitro fertilization, cloning, artificial wombs?

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## An Educated Workforce



❑ Is needed to attract and keep brainpower industries in any country

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## JAMAICA TODAY



- ❑ In 2007 our schools are still producing illiterates who are not even qualified to be **mine** workers,
- ❑ MUCH LESS **MIND** WORKERS

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## Jamaica CXC Results




Approx. 50,000 sit the CXC

- ❑ 30% pass no subjects
- ❑ 30% pass 1 subject
- ❑ 14% pass 2 subjects
- ❑ 55% fail Math
- ❑ 65% fail English
- ❑ 81% age 15-29
- No external exam passes (PIOJ)

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## Education vs. Prison



**70% of Jamaica prison population is unskilled and functionally illiterate - (PIOJ)**

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## FOR THE FIRST TIME IN HISTORY

- ❑ **ANYTHING CAN BE MADE ANYWHERE** where it's cheapest
- ❑ **SOLD EVERYWHERE** where it gets the highest price
- ❑ **Great for individual companies** not necessarily good news for individual nations and some workers

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## Where Should You Begin?

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- ❑ With Personality & Interest Profiles

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## Create Your Own Career Plan

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- ❑ Be What You Are

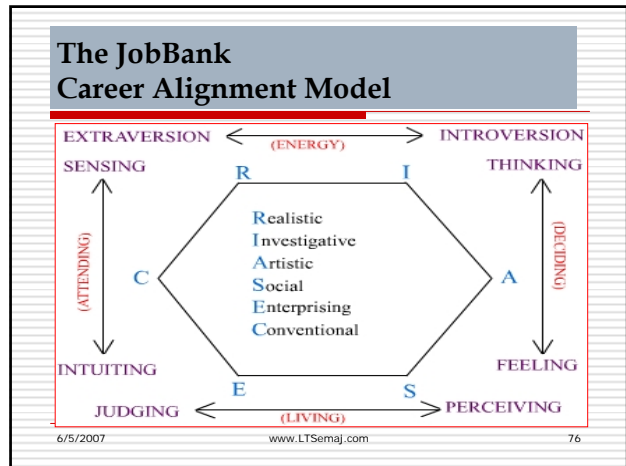
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## The JobBank Career Alignment Model

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- ❑ When people work in compatible careers and compatible environments they are more likely to feel satisfied with their careers and make more valuable contributions to their organization
- ❑ This can help us to identify the persons type and the careers and work environments that they will be most effective in

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## From Age 6 to Age 12

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- ❑ The **dominant** function emerges in more observable ways
- ❑ Unless confused or made to feel ashamed of this developing prowess
  - All children will work at strengthening and becoming proficient with their dominant

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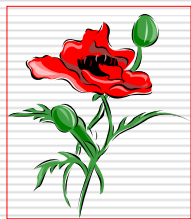
## Dominant Function

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- ❑ A child's healthy development of self-esteem stems directly from the use of her or his dominant function
- ❑ The **dominant** function is the driving force behind our personalities
- ❑ It is the source of our natural strength

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### When Encouraged by Parents and Teachers



- It will flourish and help produce a competent, confident adult

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### If Children Are Discouraged From Using Their Dominant



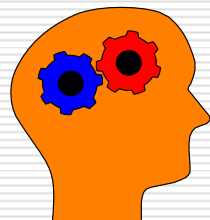
- They may grow up not trusting the most central part of their personalities
- This can interfere with having a fulfilling life

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### What are the types?



- ISTJ ISFJ INFJ INTJ
- ISTP ISFP INFP INTP
- ESTP ESFP ENFP ENTP
- ESTJ ESFJ ENFJ ENTJ

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### Reading Your Child's Type



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### EXTRAVERT



- The real world is around you
- Energy comes from outside
- Sociable, comfortable and confident in unfamiliar surroundings
- Likes organisations, groups, community gatherings, parties
- Dislikes being alone

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### An Extraverted Student:

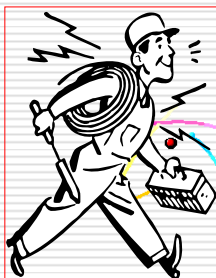
- Likes variety and action
- Enjoys talking out loud about ideas
- Demonstrates energy and enthusiasm
- Is stimulated by, and responsive to, people and actions in the environment
- May be easily distracted

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## Introvert



- The real world is within you
- Energy comes from within
- Tends to be unsociable, prefers reflection to activity
- Feels lost in large gatherings, prefers own thoughts to conversation
- At best when alone or in small familiar groups

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## An Introverted Student:

- Enjoys individual or one-on-one activities
- Is energized by ideas
- Thinks before acting
- Likes to concentrate on a few select tasks at a time
- Carefully considers an idea before discussing or making a decision about it
- Usually waits for others to make the first move
- May not communicate thoughts and feelings

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## Sensors



- Trust the certain and concrete
- Value realism and common sense
- Tend to be specific and literal
- Oriented to present
- Like to hone established skills

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## A Sensing Student:

- Likes precise directions
- Enjoys films and other audiovisual presentations
- Prefers using skills already learned
- Focuses on the present
- Works steadily with a realistic idea of how long the task will take

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## Intuition

HOW DO WE RECEIVE AND PROCESS INFORMATION?  
What do we naturally notice and remember?

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## INTUITIVES



- Trust inspiration and inference
- Value imagination and innovation
- Tend to be general and figurative
- Oriented to future
- Like to learn new skills

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## An Intuitive Student:

- Needs opportunities to be creative and original
- Likes tasks that require imagination
- Enjoys learning new skills more than mastering familiar ones
- Dislikes routine
- Works in bursts of energy with slow periods in between
- Dislikes taking time for precision

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## Thinking



- Value logic, fairness and justice
- Naturally see flaws
- May seem heartless and insensitive
- Desire achievement
- Truth more important than tact

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## A Thinking Student:



- Values individual achievement over group cooperation
- Needs to know *why* things are done
- May enjoy talking with teachers more than with peers
- Dislikes small talk
- Enjoys library research projects

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## Feeling



- Value empathy and harmony
- Naturally like to please others
- May seem illogical and weak
- Desire to be appreciated
- Tact and truth important

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## A Feeling Student:

- Enjoys sharing information in small groups
- Is loyal
- Tries to help others feel secure and comfortable
- Needs praise
- Avoids confrontation and conflict
- Is skilled in understanding other people

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## Judging

- Happiest after decisions are made
- Work first, play later
- Set goals and work towards them
- Product oriented
- Satisfaction from finishing projects
- Time is a finite resource
- Take deadlines seriously
- Prefer to know what getting into

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## A Judging Student:



- Likes to make decisions
- Gets assignments in on time
- Lives by schedules that are not easily altered

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## Perceiving

- Happiest leaving their options open
- Enjoy now, finish job later
- Change goals as new information becomes available
- Process oriented
- Satisfaction from starting projects
- Time is a renewable resource
- See deadlines as elastic
- Like adapting to new situations

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## A Perceiving Student:

- Is curious
- May begin working on a task before the directions are completed
- Acts spontaneously
- Likes freedom to move and finds too much desk work to be boring
- Is cheerful and brings fun and laughter to the classroom
- Enjoys the activity itself more than the result

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	Personality Type	Frequency	Percentage
1	ESTJ	125	18.5%
2	ISTJ	91	13.5%
3	ESFJ	84	12.5%
4	ISFJ	68	10.1%
5	ESFP	56	8.3%
6	ISFP	51	7.6%
7	ENFP	46	6.8%
8	ISTP	33	4.9%
9	ESTP	29	4.3%
10	INFP	23	3.4%
11	ENFJ	15	2.2%
12	ENTP	15	2.2%
13	INFJ	13	1.9%
14	INTJ	11	1.6%
15	ENTJ	9	1.3%
16	INTP	5	0.7%

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## Careers for Dominant Sensors

- ISTJ ISFJ ESTP ESFP**
  - Need to be able to collect and use the many facts you notice
  - Areas that let you gather information
  - Use your keen powers of observation

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## Careers for Dominant Intuitives

- INTJ INFJ ENTP ENFP**
  - Work that allows new ways of solving problems
  - Use of unconventional approaches
  - Not limited by what has been done in the past

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### Careers for Dominant Thinkers

#### **INTP ISTP ENTJ ESTJ**

- Allows you to use objective criteria
- Fair set of standards and principles
- Reward logical decisions

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### Careers for Dominant Feelers

#### **ISFP INFP ESFJ ENFJ**

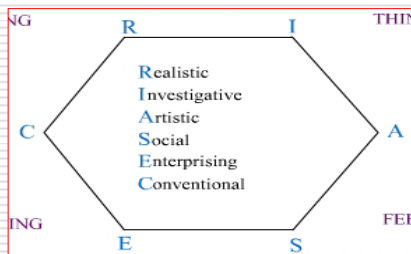
- Feel good about the work you do
- The impact it has on people
- How humanely and kindly you and others are treated

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### The JobBank- **INTEREST PROFILE** Career Alignment Model



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### What Are Your Interest

- What are the things that interest you
- What are the things you like
- What are the things you like doing
- What are the things you would like to do

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### The Jobs of Today

- Not every job has to be a job that you don't enjoy or don't want to do
- In these days you can do what ever it is that you want
- All it depends on is your need for what ever you want to do or like

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### The Essential Part of the Jobs of Today

#### **Today there are 2 things needed to make your dream a reality**

•1. Know what you want and that there is more out there than just what you see around you

2. Find the education needed for what you want to do

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## Realistic (R) Individuals

- ❑ Prefer realistic careers such as
  - Mechanical engineer
  - Production planner
  - Building inspector
  - Safety engineer
  - Marine surveyor

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## The R Type

- ❑ usually has mechanical and athletic abilities
- ❑ enjoys working outdoors
- ❑ likes to work with tools and machines

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## The R Type

- ❑ Generally prefers to work with things rather than people
- ❑ People usually describe the R type as being:
  - Conforming, frank, genuine, humble
  - Modest, practical, natural
  - Persistent
  - Thrifty

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## Investigative (I) Individuals

- ❑ Prefer investigative careers such as
  - Biochemist
  - Orthodontist
  - Anthropologist
  - Economist
  - Researcher
  - Management analyst

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## The I Type

- ❑ Usually has mathematical and scientific abilities
- ❑ Enjoys working alone
- ❑ Enjoys research
- ❑ Likes to solve problems

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## The I Type

- ❑ Generally favors working with ideas rather than with people or things
- ❑ People describe the I type as being:
  - Analytical, curious, methodical
  - Rational, cautious, independent
  - Precise, reserved, complex
  - Intellectual
  - Modest

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## Artistic (A) Individuals

- ❑ Prefer artistic careers such as
  - Architect
  - Copy writer
  - Technical editor
  - Story editor
  - Composer
  - Stage director
  - Interior decorator
  - Commercial designer

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## The A Type

- ❑ Usually has artistic skills
- ❑ Enjoys creating original work
- ❑ Has a good imagination

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## The A type

- ❑ usually enjoys working with ideas rather than things
- ❑ People describe the A type as being:
  - open, imaginative, original
  - intuitive, emotional, independent
  - idealistic, and unconventional.

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## Social (S) Individuals

- ❑ Prefer social careers such as
  - Teacher
  - Clinical psychologist
  - Psychiatric case worker
  - Personnel manager
  - Paralegal assistant
  - Speech therapist

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## The S type

- ❑ usually has social skills
- ❑ is interested in human relationships
- ❑ likes to help others with problems

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## The S type

- ❑ likes to work with people rather than with things
- ❑ People describe the S type as being:
  - helpful, responsible, warm, cooperative
  - idealistic, sociable, tactful, friendly
  - kind, sympathetic, generous
  - patient, and understanding

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## Enterprising (E) Individuals

- ❑ Prefer enterprising careers such as
  - Public relations representative
  - Financial planner
  - Real estate agent
  - Sales representative
  - Stockbroker
  - Attorney

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## The E Type

- ❑ Usually has leadership and speaking abilities
- ❑ Is interested in economics and politics
- ❑ Likes to be influential

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## The E Type

- ❑ Likes to work with people and ideas rather than things
- ❑ People describe the E type as being:
  - Adventurous, energetic, optimistic
  - Agreeable, extroverted, popular
  - Sociable, self-confident
  - Ambitious

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## Conventional (C) Individuals

- ❑ Prefer conventional careers such as
  - Accountant
  - Cost clerk
  - Bookkeeper
  - Budget analyst
  - Business programmer

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## The C Type

- ❑ has clerical and arithmetic abilities, prefers working indoors, and likes to organize things

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## The C Type

- ❑ enjoys working with words and numbers
- ❑ People describe the C type as being:
  - conforming, practical, careful
  - obedient, thrifty, efficient
  - orderly, conscientious, and persistent.

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### Very Few People Are "Pure" Types

- ❑ Having the characteristics of only one of the types
- ❑ It is important to recognize that most people have a combination of characteristics that may reflect two or more types


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### The First Letter Of Your Code

- ❑ Shows the type you resemble **most**
- ❑ **The next letter**
  - the type you resemble somewhat less
- ❑ **The third letter**
  - the type you resemble still less
- ❑ The types that are not in your Holland code are the types you probably resemble least of all

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### The New Illiterate



- ❑ The illiterate of the 21st century will not be those who cannot read and write
- ❑ but those who cannot
  - Learn, Unlearn
  - and Relearn
- ❑ Alvin Toffler

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### The Results

<ul style="list-style-type: none"> <li>❑ Learn new skills every 5 years</li> </ul>	<ul style="list-style-type: none"> <li>❑ Change career every 10 years</li> </ul>
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### Any Weak Spots in Your Core Competence?

#### READING and SPELLING

- *Picture-Word Association*
- *Word Decoding*
- *Phrase Comprehension*
- *Sentence Comprehension*
- *Paragraph Comprehension*

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### Any Weak Spots in Your Core Competence?

#### COMPUTATIONAL SKILLS

- ❑ *Addition and Subtraction of whole numbers*
- ❑ *Multiplication and Division of whole numbers*
- ❑ *Fractions*
- ❑ *Decimals and Percentages*
- ❑ *Square Roots and Powers*
- ❑ *Geometry and Word Problems*

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### Nine Skills to Cultivate

- PROBLEM-SOLVING SKILLS**
  - Become Results Oriented
  - Be Proactive
  - Creative Thinking
- PEOPLE SKILLS**
  - Self Knowledge
  - Empathy
  - High Tolerance Level
- INTEGRATIVE SKILLS**
  - The Ability to Communicate
  - Sharpen Your Business Skills
  - Mastery of Information Technology


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### What Can We Do?

- Prepare ourselves
- Ignore the reality
- And benefit from the change
- And be victims of change

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# CHANGE

A BEND IN THE ROAD ONLY MEANS THE END OF THE ROAD... 

...IF YOU FAIL TO MAKE THE TURN

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### Another

## JobBank Presentation

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