

# Closing the Skill GAP with Career Portfolios

Success is not a Secret...it's a  
process!



*Dr. Anna*

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*Learn & Adapt...or you'll be*

*scheduled*

*for extinction.*



# Fairy Tale or Nightmare...Education



NOW...education  
can make debt  
slaves

Even GIGWORK  
requires skills  
and self-  
management

There is a NEW  
Workforce  
reality....

# Technology

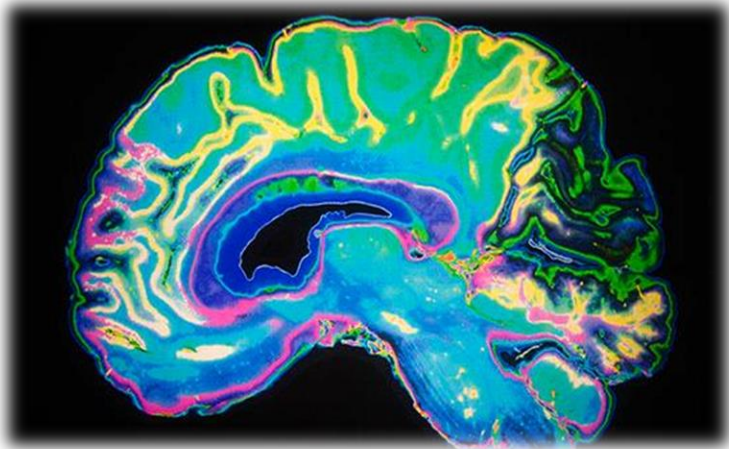


- Get a response...with technology.
  - **Get a hit of dopamine.** *(Same chemical when we smoke, drink or gamble.)*
- Approval of parents...to approval of peers.
  - **Coping strategies interrupted.**



- **Social, financial or job stress ...turn to technology.**
- **DO NOT know how to form deep meaningful relationships**
  - ...never practiced the soft skill sets and don't know how.
  - Friends will cancel, if something better comes along.
- Technology and social media not bad—**the imbalance is bad!**

# Dopamine hit....



- Involved in the frontal cortex in [executive functions like attention](#).
- Love...Lust...Adultery...Motivation... Attention....Achievement.... Addiction

Happiness Chemicals	Key Phrase	Consulting Example
Endorphins	No pain	2am late night working in hotel lobby
Dopamine	One more	Setting and achieving milestones
Serotonin	Loyalty; allegiance	Making the partner proud
Oxytocin	Intimacy and safety	Team dinners; one-on-ones with boss

# Impatience

Don't make me wait!


## PERSONALLY

- Log on and order on **amazon**—here the next day.
- No movie times—**log on** and watch the movie instantly.
- **Binge watch** On Demand.
- **“Swipe right”**—instant babe

## PROFESSIONALLY

- Not making an impact
- It must be “me”
- “Think I will quit...”
- “They don't like me—too much conflict.”





All success skills are  
learnable.

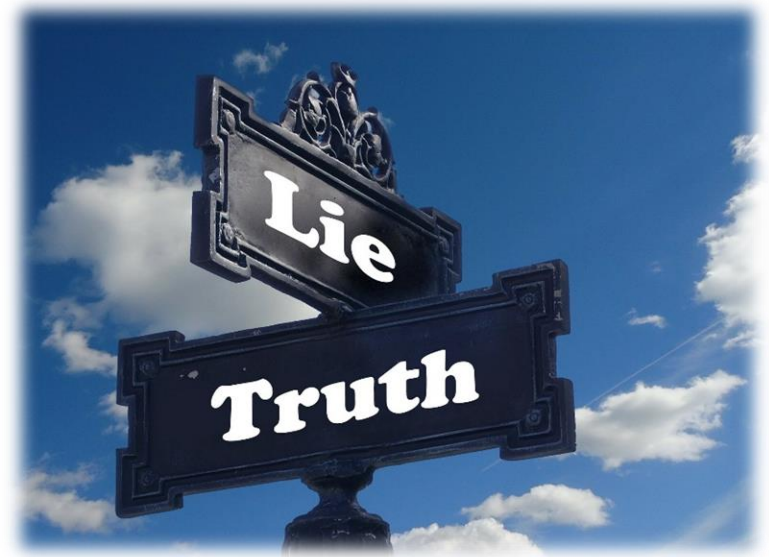
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SUCCESS

# Trust...

“To gain our trust,  
you don't to have  
be right. To gain  
our trust, we don't  
have to agree with  
you. You just have  
to tell us the  
truth.”



Leadership Research,  
Simon Sinek, 2014



# Prescription for Closing the GAP

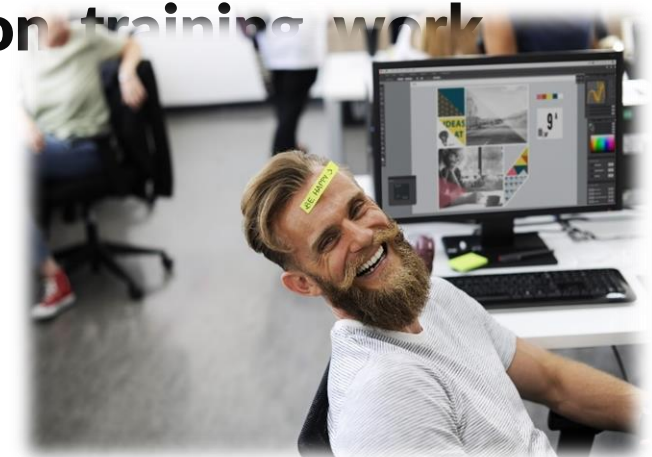
**Target Job** (model job description)

--- **Skills** (work experience, education, training, activities)

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-  
**Rx** for minimum viable education, training, work experience, license/certification

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# What in a Career Portfolio?

- Work Philosophy
- Professional Bio
- Professional Goals
- Résumé
- Work Samples by key areas
- Works in Progress
- Community Service (Transferable Skills)
- Professional Memberships
- Degrees, Certifications & Awards
- Reference Info

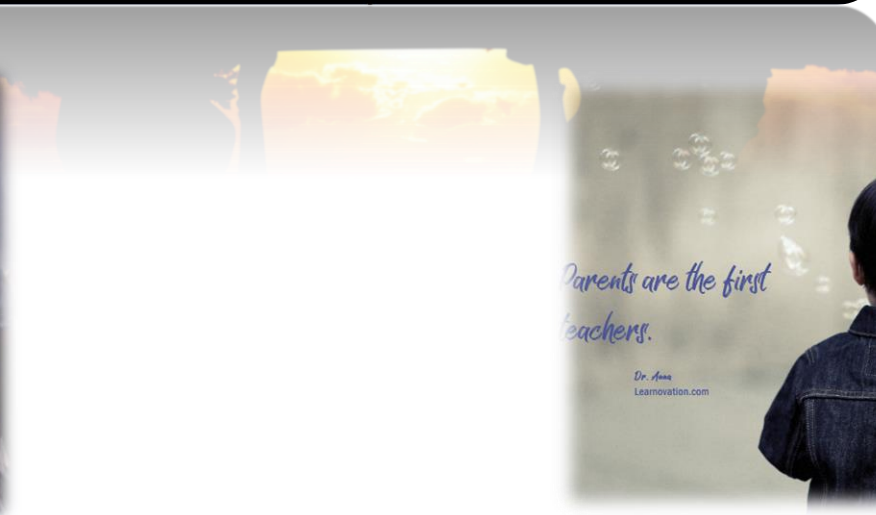
# Employers VALUE skills—document!

*Life skills are  
transferable to  
Career Success!!*

*Dr. Anna*  
[www.Learnovation.com](http://www.Learnovation.com)



# Community Service & Activities



Be Ready for Success...

Collect work samples now--Sort

later. *Dr. Anna*

(<http://bit.ly/ccp44>) or [Learnovation.com](http://Learnovation.com)



Success comes from  
taking imperfect  
action.

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