


The Boot Camp Approach

to Re-engaging Out-of-School Youth

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Perhaps...it's US!

Dear Educator,

Please reinvent yourself to accommodate
the new world
and your
ever-dynamic learners.

Thanks,
The Workplace

www.Learnovation.com & Dr. Anna

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GRIT!!

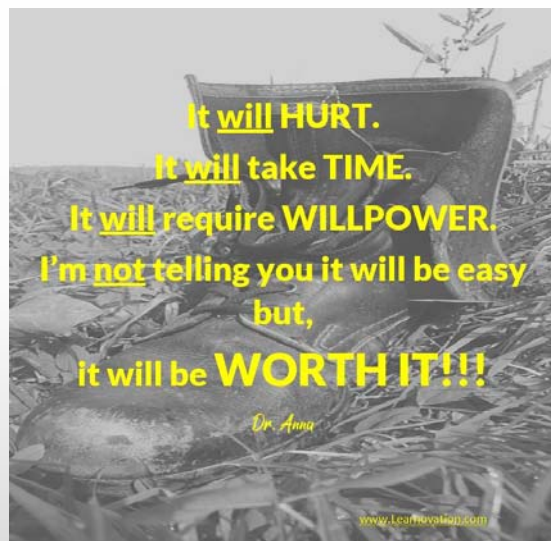
- They feel no connection to you
- They feel no urgency
- They feel there is no purpose
- They feel they have no power
- Instructor talks too much
- Instructor not personalizing the learning—do they already know it??—not challenged
- Ugggggg Worksheets, no interaction
- Learning just something to get through—no fun/not interesting.



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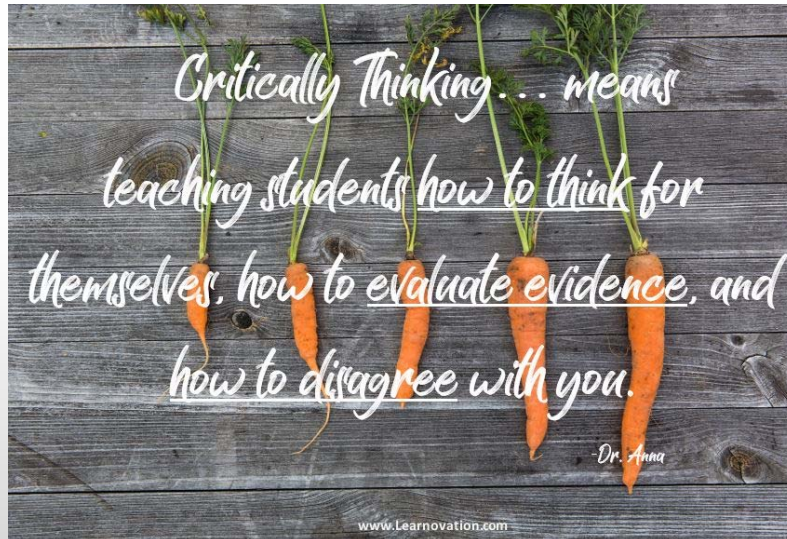
Be Real ...

- Intense bursts of intense work.
- Urgent reasons to retain information.
- Repetition, working the point from multiple angles.
- Frame a system for them to follow and learn.
- Reward success...DO NOT ENABLE weakness.
- GIVE FEEDBACK—unguardedly, frequently and clearly.
- Clarify the mission and chain of command.



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Critical Thinking



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It's Process for Content!

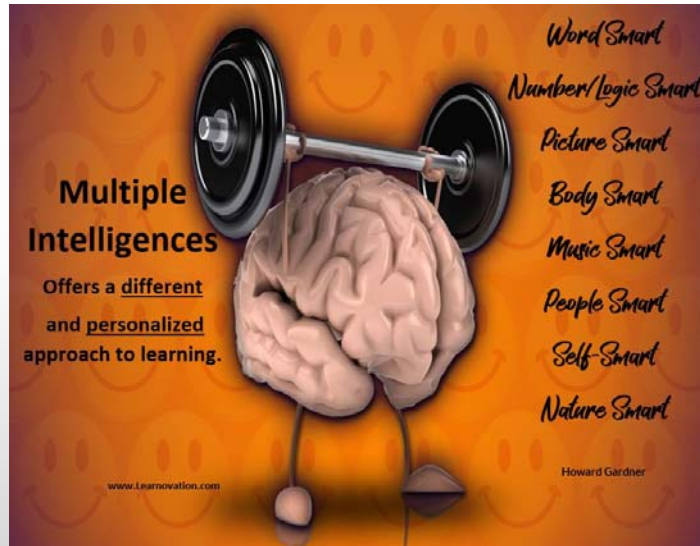
- Student Driven Discussion
- Students offering Up the RIGHT Questions
- Students Redirecting conversations
- Students Correcting Misunderstandings
- Teacher Silent, except for written observations—no emotional reactions
- STOP ASKING INSTRUCTORS TO DATADUMP!!!! Ask for the grading Rubrics
- Who is asking the right question at the right time or redirecting others



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Knowledge, Skills...Abilities



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Rinse & Repeat!!

Teach the mechanics of thinking for self—curious investigation

Teach a way of thinking—through clarity of soft skill goals

Teach how to evaluate evidence—standards??
Rubrics or measures of:

Time
Money
Resources

Teach how to DISAGREE with you or others.



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Soft Skills

Coordination—Adjusting actions in relation to other's actions.

Instructing—Teaching others how to do something.

Negotiation—Bringing others together and trying to reconcile differences.

Persuasion—Persuading others to change their mind or behavior.

Service Orientation—Actively looking for ways to help people

Social Perceptiveness—Being aware of others' reactions and understanding why they react as they do.

Department of Labor O*NET



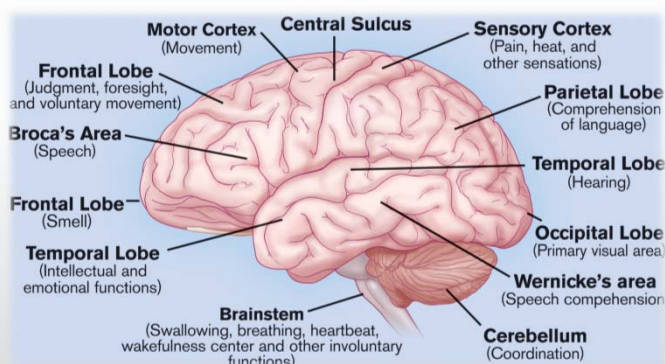
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The Adolescent Brain

- Decisions overly influenced by emotions.
- Computation & Decision Making skills of an adult—IF GIVEN Time and Access to information.
- Peer approval is highly rewarding—it is why teens are more likely to take RISK.
- Brakes come online much LATER than the accelerator of the brain.
- Hormones—spur oxytocin the bonding hormone. Idealistic position—can be ungrounded.

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



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Sort & Categorize

Start by doing what is necessary; then by doing what is possible; And suddenly you are doing the Impossible!

St. Francis of Assisi

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Personal Awareness

- Know their parents lied—don't really trust anyone in authority till they prove themselves.
- Schooling was suppose prep them for getting a "good job".
- Brain changes—technology gives dopamine hits for media "addiction".
 - Companies experiencing requests for social media breaks—they have smoke breaks.



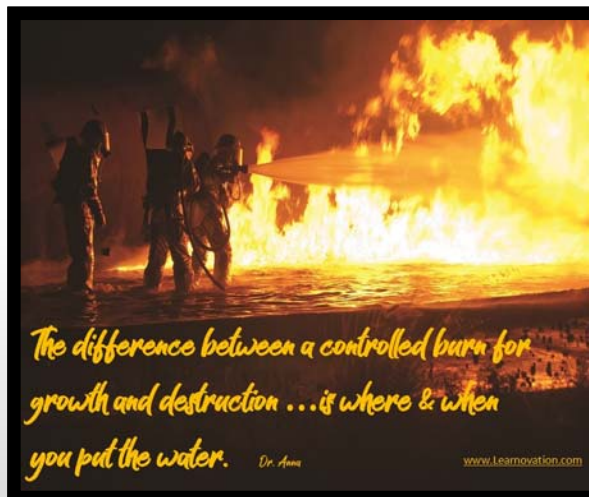
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Career on Fire

Millennials ...

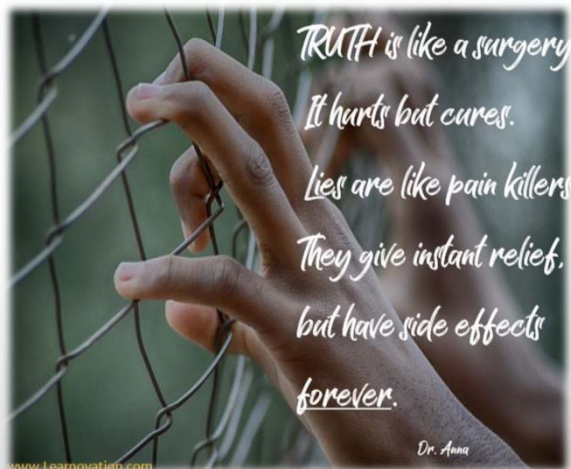
- Special snowflakes only to learn they were lied to...
- Parents (authority figures) experimented –wanted to be friends
- Poor self confidence — their fears keep them from soliciting feedback and allowing systems to work.
- Don't have a clear framework for career advancement they trust.



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Concrete & Measurable!

- Tell the truth & provide measurable outcomes you can **REALLY** deliver.
- Don't hesitate to challenge them.
- Engage them genuinely listening & be prepared for everything you share to be tested! "It's not personal... it's business!"

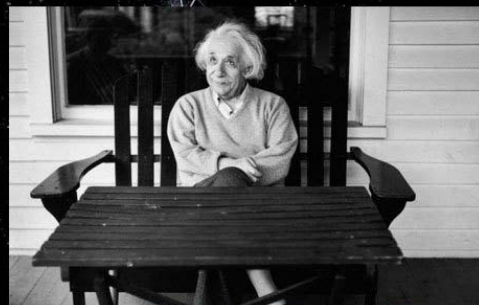


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Problem or Solution?

1. Engaging the individual where he or she is
2. Set up criteria to move past what they already have mastery in.
3. Focus the objective...to pass the course??? Or to mastery knowledge & skills???
4. Most individuals are willing to work hard as long as they BELIEVE they are not wasting their time.

source is mentioned in our blog: www.unbelievablefactsblog.com



Albert Einstein was disrespectful to his professors and skipped his classes, since he knew he could pass anyway.

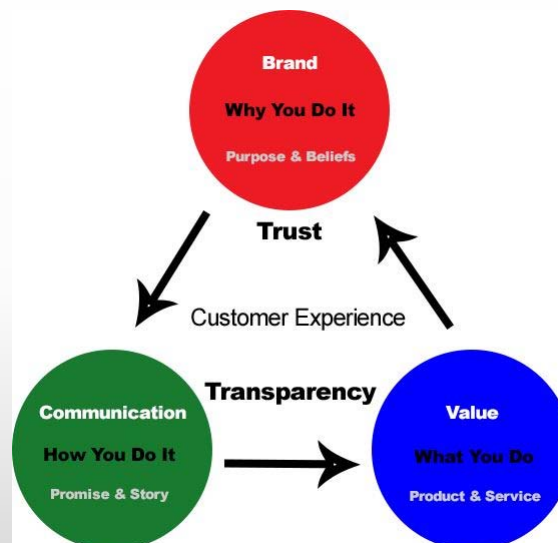
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The Personal CAREER WHY

- Your Why...your cause, your belief, why should anyone care?
- Your How...how we do it, how we communicate, how we are different
- Your What...the goods or services

Money is a Result NOT the WHY!



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What's Well-Being

Well-Being Index

Purpose Well-being: Liking what you do each day and being motivated to achieve your goals.

Social Well-being: Having strong and supportive relationships and love in your life.

Financial Well-being: Effectively managing your economic life to reduce stress and increase security.

Community Well-being: The sense of engagement you have with areas where you live, liking where you live, and feeling safe and having a sense of pride in your community

Physical Well-being: Having good health and enough energy to get things done on a daily basis

Gallup Well-being Index

source is mentioned in our blog: www.unbelievablefactsblog.com



Standing like a Superhero for as little as two minutes changes our testosterone and cortisol levels, increases our appetite for risk, causes us to perform better in job interviews, and generally configures our brains to cope well in stressful situations.

<http://bit.ly/s-hero>



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The CAMP CONTENT!

- Life Skills— safety, security, financial literacy, take care of self independently
- Job Skills — clarity on target job mechanics
- Adulting —means mentoring & coaching.

Be Ready for Success...

Collect work samples now--Sort

later. Dr. Anne

<http://bit.ly/csp44> or Learnovation.com



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Rare Talent Triggers



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Engage!
Make it so.



- Acknowledge when they're Engaged in REAL TIME.
- Weave learning into their lives RIGHT NOW.
- Take responsibility for differences—TAKE ACTION RIGHT NOW.

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Dr. Anna



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