

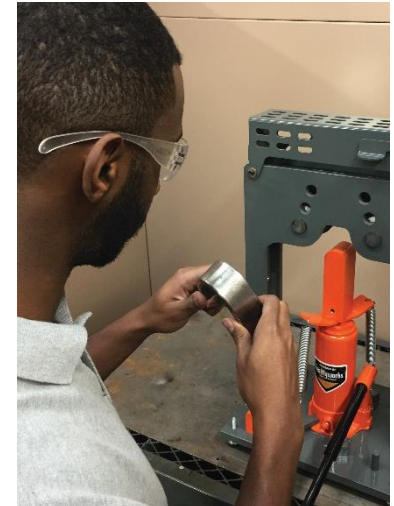
The Art of Scenarios –

Scenario-Based Learning in FCS

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What we will discuss today

- The Importance of developing Soft Skills
- Using Scenario-Based Learning to develop soft skills in our students

Soft Skills Overview

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No matter what job you have in life, your success will be determined 5% by your _____ credentials, _____ 15% by your _____ experiences, and 80% by your _____ skills.

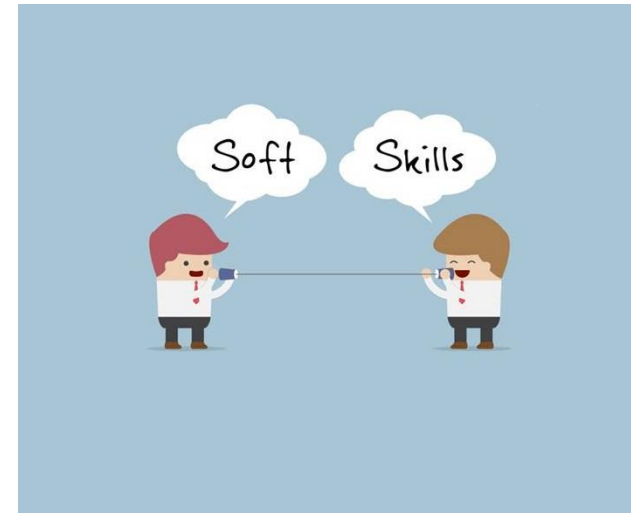
Why do soft skills matter?

- **61%** of managers believe soft skills are the most important
- **77%** of employers think personality skills are just as important as hard skills, and **16%** find them more important.
- **44%** of employers chose soft skills as the biggest gap in the US workforce
- **85%** of job success comes from having well-developed soft skills, and only **15%** of job success comes from technical skills



What are soft skills?

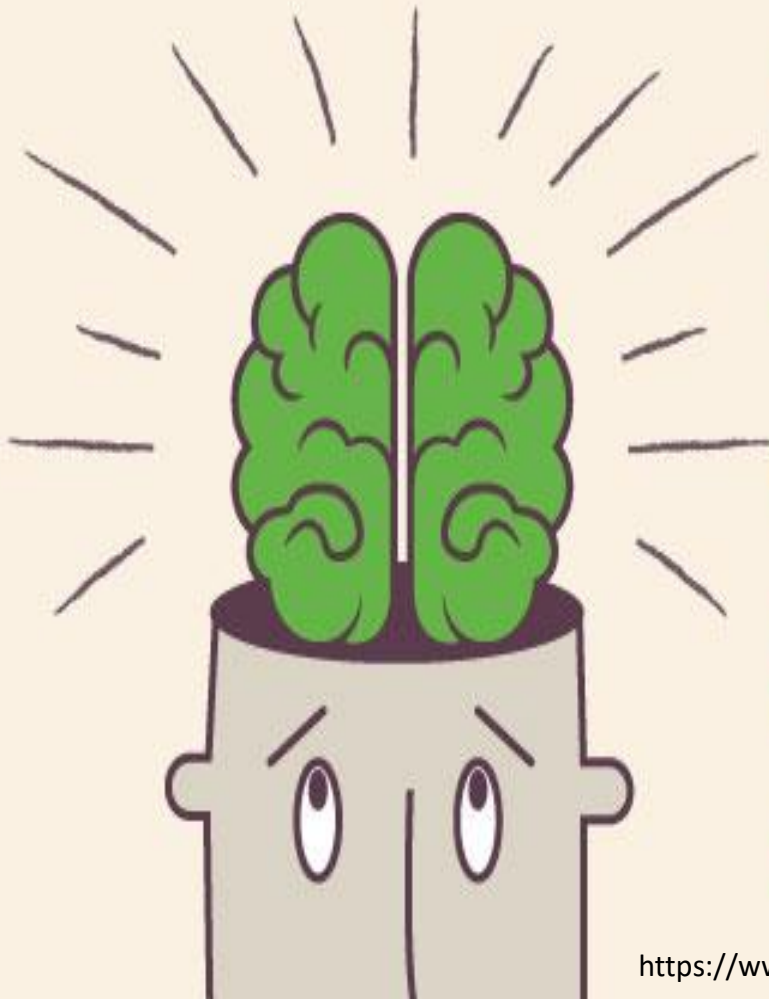
- Communication
- Teamwork
- Problem Solving
- Critical Thinking
- Using Technology
- Time Management
- Interviews
- Motivation
- Work Ethic
- Listening
- Respect
- Responsibility
- Flexibility
- Interpersonal Skills
- Negotiation
- Networking
- Patience
- Presentation Skills
- Self-Confidence
- Stress Management



**SOFT SKILLS GET LITTLE
RESPECT, BUT WILL MAKE
OR BREAK YOUR CAREER**

- Peggy Klaus

THE TOP 5 SKILLS IN DEMAND



- 1
- 2
- 3
- 4
- 5

<https://www.koakeducation.com/wp-content/uploads/2018/08/KOAK-Education-Blog-8.jpg>

Soft Skills in CTE



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Using Scenarios to teach soft skills

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*"Tell me and I forget.
Teach me and I may remember. Involve me
and I learn." - Benjamin Franklin*



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Jennifer has recently been hired to help redecorate the living room of a prominent municipal leader. Her client states that she has complete freedom in the design of the room, but it must contain a piece from a specific artist. After meeting with the artist, Jennifer discovers that none of the artist's current pieces would work with the room layout and design that she had in mind. She opts to go with a different, less expensive piece and orders it to surprise her client.

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Scenario-Based Learning

- Creates sticky learning experiences.
- Facilitates problem-solving in learners.
- Provides guided exploration to learners.
- Provides a safe practice zone to gain proficiency and mastery.
- Allows learners to make mistakes and through feedback, reinforcing the right approach.

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Suggested uses for Scenarios

- **5-minute icebreaker activity:** individual or group discussion
- **Journaling activity:** answer key questions
- **Role Play:** practice responses
- **Pre- and post-assessment**



Sources for Scenarios

- You DON'T have to do it all yourself!
- Get industry involved.
- Get students involved.
- Talk to colleagues.
- Talk to family.
- Research online.



Scenario Resource

- Child Care
- Culinary
- Interior Design
- Textiles & Fashion



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Respect

Scenario: You struggle with asthma and certain smells make it hard to control. A child in your care comes to class in a soiled cloth diaper, and the smell of the diaper and the blanket she brings in causes your asthma to flare. You speak with the center director and she asks your co-teacher to change the child in the mornings. You wonder why the center director won't ask the parents to change their child before arriving and take time to wash her blanket. You voice your frustration to a coworker, who says she'll also talk to the center director.

Later that week, the center director sends out an email stating that another concern was brought up about the smell of the child's diapers and blanket. She thought the diaper situation was addressed and is having the blanket washed at the center every week. She spoke with the parents about the asthma issue and will have the center supply disposable diapers for the child, since they can't afford diapers or extra laundromat visits. She instructs staff to use center-provided diapers for this child and to continue to wash her blanket every week. The center director asks that no one request that diapers be brought in by them.

Points of view to consider

- You, the teacher with asthma
- The parents and child
- The coworker who spoke up
- The center director

Key questions

- How do you and the other teacher feel now that the center director has shared this information about the child and family?
- Do you think the center director should have shared her thoughts with you sooner?
- Would knowing how the parent felt have helped you to cope with the smell and asthma flares in a better way?
- How do you think the parents feel about the request to use disposable diapers provided by the child care center?
- Did the center director handle this situation in a respectful manner to everyone involved?

Your Turn!

- Pick a **LEADERSHIP SOFT SKILL** that is either important in your CTE area, or a key skill for student success in your class
- Draft a **SCENARIO** that has occurred in your experience on the job or in life
- Identify the **POINTS OF VIEW**
- Develop 3-6 **KEY QUESTIONS** for reflection

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RealCareer™ Leadership Skills Program

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RealCareer Employability Skills Program

- Ready-to-use
- Includes curriculum, student workbooks, activities and teaching materials
- Addresses 20 soft skills

The RealCareer Employability Skills Program addresses 20 soft skills:

1	COMMUNICATION	
2	TEAMWORK	
3	PROBLEM SOLVING	
4	CRITICAL THINKING	
5	USING TECHNOLOGY	
6	TIME MANAGEMENT	
7	INTERVIEWS	
8	MOTIVATION	
9	WORK ETHIC	
10	LISTENING	

11	RESPECT	
12	RESPONSIBILITY	
13	FLEXIBILITY	
14	INTERPERSONAL SKILLS	
15	NEGOTIATION	
16	NETWORKING	
17	PATIENCE	
18	PRESENTATION SKILLS	
19	SELF-CONFIDENCE	
20	STRESS MANAGEMENT	

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Free Lesson Plans

We partnered with subject matter experts to create curricula that provides valuable career exploration and skill development opportunities. Use these lessons to engage your students in topics related to our hands-on learning aids, like high-demand career exploration, soft skill development, STEM concepts and more.

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🔗 BUSINESS AND MARKETING CAREER EXPLORATION

🔗 HEALTH SCIENCE CAREER EXPLORATION

🔗 FAMILY & CONSUMER SCIENCES CAREER EXPLORATION

🔗 WELDING CAREER EXPLORATION

🔗 EMPLOYABILITY SKILL DEVELOPMENT

🔗 SOCIAL MEDIA FOR FCS PROGRAMS

🔗 STEM FOR FCS PROGRAMS

Lesson – Exploration of Business Management Careers

Lesson Overview
In this lesson, participants will be introduced to various business management and administration careers. Participants will research and explore pathways in related business management occupations.

Lesson Objectives
After completing this lesson, participants will be able to:

- Identify several professions in the business field related to management and administration
- Consider if any of the occupations covered in class are appropriate for them

Lesson at a Glance

Activity	Materials	Preparation	Approximate class time
FOCUS	• Career Exploration Autonomy Web handout		
LEARN	• List of business management-related careers from hands-on activity • Career Exploration Research Summary	1. Pre-lesson activity: Career Exploration Autonomy Web handout (one for each group) 2. Have the list of careers available from the lesson activity as well as Pre-lesson activity: the Career Exploration Research Summary handout – one for each student	30-90 minutes
REVIEW	• Questions for panel – optional	1. Contact three to five local business management or administration-related professionals, inviting them to participate in the panel discussion. Set up the event with panel seating in place. 2. Set up the event with audience facing the front with audience facing the front.	45 minutes

Instructor Note: It is recommended to teach this lesson after students have completed the Business Management Simulation experience.

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POSTER DOWNLOADS

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WHAT ARE SOFT SKILLS?

Soft Skills are personal attributes that enable someone to interact effectively and harmoniously with other people.

The Soft Skills Gap
77% of employers think personality skills are just as important as hard skills, and 16% find them more important.¹⁹
Out of 500 U.S. senior executives surveyed, 44% think Americans lack soft skills.¹⁹



Communication
All communicators can adjust their tone and style per their audience, comprehend and act efficiently on instructions and explain complex issues to colleagues and clients alike.

46% of managers said young workers would do well to hone their communication skills and 56% said recent grads do not pay attention to detail.¹⁹

Leadership
Leadership can be thought of as a collection of various other soft skills, such as a general positive attitude and outlook, the ability to communicate effectively and an attitude for both self-evaluation and motivating others.

44% of managers reported a lack of leadership qualities.¹⁹

Teamwork
Working in a team towards a common goal requires the intuition and interpersonal acumen to know when to be a leader and when to be a follower. Good team players are proactive, as well as receptive to the needs and responsibilities of others.

36% reported lower-than-needed interpersonal and teamwork skills.¹⁹

Problem Solving
Problem solving does not just require analytical, creative and critical skills, but a mindset. Those who approach a problem with a cool and level head will often reach a solution more efficiently than those who cannot.

60% of managers claim the new graduates they see taking jobs within their organizations do not have the critical thinking and problem-solving skills they feel are necessary for the job.¹⁹

Time Management
Employees who manage their time well can efficiently prioritize tasks and organize their schedule, while adapting an attitude which allows them to take on new tasks and deadlines.

57% of manager say they look for a candidate that is organized and can manage multiple projects.¹⁹

20 KEY SOFT SKILLS THAT ALL STUDENTS NEED

What are Soft Skills?
Personal character traits and interpersonal skills for working with others.

- 1 COMMUNICATION
- 2 TEAMWORK
- 3 PROBLEM SOLVING
- 4 CRITICAL THINKING
- 5 USING TECHNOLOGY
- 6 TIME MANAGEMENT
- 7 INTERVIEWS
- 8 MOTIVATION
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Questions?

*laura.brawley@realityworks.com
(715) 858-7127*

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