Agilities for Elementary Welcome Kit

Empowering young minds to discover their potential and build confidence for a brighter future.

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Agilities for Elementary Welcome Kit

Included Resources:

Learning Your Agilities
Agilities One-Pagers
Creating an Agility Classroom
Agility Vocabulary Development Suggestions
Agility Goal-Setting Cards

Learning about the Agilities is a great foundation for students of any age. In the elementary grade levels, exposing students to all of the Agilities is a great start. The lessons build awareness and develop the Agilities through community building, collaborative work, classroom responsibility, and content integration. By building awareness and developing Agilities early, you help students build confidence in their abilities and set the foundation for future success.

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Learning Your Agilities

Become Aware and Activate Workforce Skills

Agilities are the work skills used in all occupations and are a combination of your strengths and interests. Being aware of your Agilities helps you affirm your value and helps you prepare for any career.

DEVELOPING OTHERS

Definition

- Teach and coach others
- Encourage others
- Identify strengths in others
- Provide feedback

Mentor
Teach
Coach

OPERATING OBJECTS

Definition

- Repair, maintain, and operate equipment
- Build items with materials and test designs
- Perform physical actions

Construct
Fix
Coordination
Operate

INNOVATING

Definition

- Be creative
- Share Ideas
- Solve problems
- Experiment

Creativity
Originality
Problem-Solving

ORGANIZING

Definition

- Get tasks done
- Look at details
- Select the most important tasks to complete first

Prioritize
Detail-Oriented
Execute

INSPECTING

Definition

- Read instructions carefully
- Follow rules
- Determine if instructions were followed

Quality
Consistency
Effectiveness

SELLING AND COMMUNICATING

Definition

- Be confident
- Convince or influence others
- Present
- Debate others

Evaluate
Campaign
Persuade
Negotiate

JUDGING AND ESTIMATING

Definition

- Make a guess
- Estimate the amount needed
- Judge the value or quality

Accuracy
Critical-Thinking
Evaluate

SERVING AND CARING

Definition

- Help others
- Be a good friend
- Be supportive
- Be trustworthy

Relationship
Support
Build Trust

MANAGING

Definition

- Lead others
- Meet and listen to others
- Make plans
- Celebrate other's success

Lead
Motivate
Direct
Inspire

WORKING WITH INFORMATION

Definition

- Read a graph
- Ask questions, then draw conclusions
- Use technology to store or organize information

Analyze
Interpret
Process

Agilities.org
Expanding Career Pathways

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DEVELOPING OTHERS

THIS IS THE AGILITY FOR RECOGNIZING AND CULTIVATING OTHERS' TALENTS.

Coach

Teach

Evaluate

Mentor

Use and Grow Your Agility

- Teach someone a skill that comes easily to you
- Give advice or tips to someone who is learning a new skill
- Explain how things work to a new student
- Reteach someone a skill when you can see they aren't doing it correctly
- Encourage someone during the learning process
- Provide praise during the learning process to reward small progress

Occupations

- Sports Coach
- Scout Leader
- Training Specialist
- Health Education Specialist
- Instructional Coordinator
- Dietitian and Nutritionist
- Financial Advisor

Agility in Action

School

- Help your table partner with a hard problem

Home

- Show a sibling how to do something
- Teach a grandparent how to use their phone

Extras

- Cheer on your team members learning how to do something

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INNOVATING

THIS IS THE AGILITY FOR THINKING OUTSIDE THE BOX.

Creativity

Problem-Solving

Originality

Ingenuity

Use and Grow Your Agility

- Work with a partner to solve a problem
- Share new ideas
- Spend time trying out ideas and testing them
- Look at a problem from a different perspective
- Create using different tools and resources

Occupations

- Materials Engineer
- Art Director
- Producer or Director
- Software Developer
- Makeup Artist
- Historian
- Special Education Teacher

Agility in Action

School

- Make up a game for friends at recess
- Offer new ideas during group work

Home

- Find a shortcut to doing your chores
- Use your toys to build new things

Extras

- Work with your teammate to create a strategy

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INSPECTING

THIS IS THE AGILITY FOR MONITORING COMPLIANCE WITH RULES AND STANDARDS FOR QUALITY, SAFETY, AND EFFECTIVENESS.

Quality

Consistency

Effectiveness

High Standard

Use and Grow Your Agility

- Learn about how something is made
- Help a friend fix something by reading the manual or watching instructional videos
- Create a guide for how to do something
- Test out better ways to get a job done
- Compare if a product matches the guidelines
- Evaluate how effective a process or outcome is

Occupations

- Electrical Drafter
- Court Reporter
- News Analyst
- Pest Control
- Tax and Financial Preparer
- Probation Officer
- Carpenter
- Nurse or Nursing Aid

Agility in Action

School

- Check your work against a rubric or set of directions

Home

- Help a relative with a task and learn how to do it by yourself
- Test a new way to fold and put away your laundry

Extras

- Use a video to learn a new skill with a friend

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JUDGING AND ESTIMATING

THIS IS THE AGILITY FOR HAVING SOUND JUDGMENT AND CRITICAL THINKING.

Accuracy

Critical Thinking

Evaluate

Perceptive

Use and Grow Your Agility

- Predict the outcome of a TV show, video, or news article
- Help a friend make an important choice
- Advise your team on how much time is needed for a project
- Determine quality resources to complete tasks
- Recognize patterns in situations
- Decide on the value of a product

Occupations

- Floral Designer
- Tree Trimmer
- Brickmason
- Animal Breeder
- Commerical Cook or Chef
- Anesthesiologist
- Pilot or Co-pilot

Agility in Action

School

- Set a time goal for your classwork and check how close you were to being correct

Home

- Pause a movie at home and share what you think is going to happen

Extras

- Notice when an opponent keeps making the same move in a game

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MANAGING

THIS IS THE AGILITY FOR SUPERVISING PEOPLE AND SITUATIONS TO ACHIEVE POSITIVE OUTCOMES.

Lead

Direct

Inspire

Motivate

Use and Grow Your Agility

- Lead a volunteer project
- Build a positive team environment
- Assemble resources needed to complete a task
- Divide group tasks among team members
- Set a goal for your team
- Cheer on team members during group work

Occupations

- Engineer
- Fashion Designer
- Orthodontist
- Food Scientist
- Purchasing Manager
- First Line Supervisor
- Postmaster or Mail Superintendent

Agility in Action

School

- Get group materials for a project
- Chunk tasks based on your groups strengths

Home

- Tell family members that they're doing a great job while doing household chores

Extras

- Share a goal with your team based on previous success

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OPERATING OBJECTS

THIS IS THE AGILITY FOR WORKING WITH MACHINES, TOOLS, AND DEVICES.

Constructing

Fixing

Coordination

Dexterity

Use and Grow Your Agility

- Build something for a friend in need
- Repair broken items around the house or classroom
- Run equipment like computers, cameras, and phones
- Be physically active
- Work with tools

Occupations

- Mechanical Engineer
- Lighting Technician
- Elevator Installer
- Electrician
- Radiation Therapist
- Mechanic
- Computer Technician
- Firefighter

Agility in Action

School

- Fix your school computer
- Play games at recess with balls, jump ropes, swings, or other materials

Home

- Help a parent build something like a shelf or bookcase

Extras

- Join a club where you get to build robots or create clothing

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ORGANIZING

THIS IS THE AGILITY FOR CREATING AND MAINTAINING ORDER IN WORK TASKS.

Prioritize

Coordinate

Execute

Detail-Oriented

Use and Grow Your Agility

- Plan a trip with friends or family
- Coordinate a volunteer event
- Help a classmate organize their locker or work space
- Plan the steps to complete a project
- Monitor the resources available for a task or project
- Pay attention to details
- Take notes and keep records

Occupations

- Community Health Worker
- Recreation Fitness Studio Director
- Soil and Plant Scientist
- Production Manager
- Concierge
- Archivist

Agility in Action

School

- Help a classmate clean out their desk or backpack
- Create a task list for your project

Home

- Help a parent make a grocery list for the week

Extras

- Check to make sure your team has enough snacks for a game

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SELLING AND COMMUNICATING

THIS IS THE AGILITY FOR INFLUENCING AND PERSUADING OTHERS.

Persuade

Evaluate

Negotiate

Campaign

Use and Grow Your Agility

- Convince a friend to start a healthy habit
- Raise money for a cause you care about
- Campaign for a leadership role
- Help classmates resolve a disagreement
- Work directly with people
- Negotiate to improve requirements or potential outcomes

Occupations

- Athlete and Sports Competitor
- Musician, Singer, Actor
- Interior Designer
- Loan Officer
- Fundraiser
- Hearing Aid Specialist
- Lawyer
- Marketing Manager
- Legislator

Agility in Action

School

- Run for student council
- Persuade your teacher to give the class extra recess or a reward

Home

- Convince your family that they should do something you want to do

Extras

- Work as a team for a common goal

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SERVING AND CARING

THIS IS THE AGILITY FOR DEVELOPING STRONG SOCIAL RELATIONSHIPS AND HELPING OTHERS WITH THEIR NEEDS.

Empathy

Cultivate

Support

Relationships

Use and Grow Your Agility

- Take care of a friend in need
- Visit an elderly relative
- Create team-building activities for classmates or teammates
- Assist incoming team members as they adjust to their new role
- Listen and empathize with someone's feelings
- Volunteer to help with an organization

Occupations

- Interpreter or Translator
- Umpire or Referee
- Housekeeper
- Healthcare Social Worker
- Library Media Specialist
- Enrichment Teacher
- Restaurant Wait Staff
- Athletic Trainer

Agility in Action

School

- Volunteer to help clean up after a group project
- Listen to a friend who is struggling

Home

- Visit an elderly relative and spend time talking with them

Extras

- Help a new teammate learn the rules to the game

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WORKING WITH INFORMATION

THIS IS THE AGILITY FOR WORKING WITH INFORMATION TECHNOLOGY, MANAGEMENT, AND PROCESSING.

Interpreting

Analyzing

Processing

Operating

Use and Grow Your Agility

- Help a family member update the operating system on their phone
- Compare statistics for your favorite sports players
- Create a graph or chart to represent information
- Develop solutions using technology
- Collect data for an event or project
- Give recommendations using information you have collected

Occupations

- Computer Hardware Engineer
- Cartographer
- Technical Writer
- Tax Preparer
- Computer User Support Specialist
- Economist
- Data Entry Worker
- Air Traffic Controller

Agility in Action

School

- Give your opinion on a topic after doing research

Home

- Create a chart to share information with your family (ex. times you do dishes versus your siblings)

Extras

- Take score at a game and talk to your teammates about the results

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Creating an Agility Classroom

PURPOSE OF RESOURCE

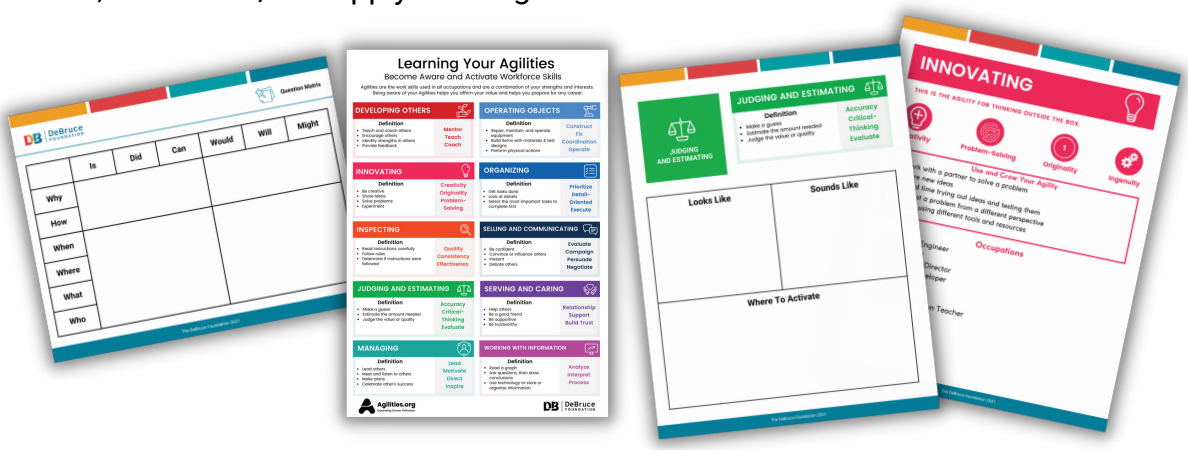
An Agility Classroom focuses on students' strengths and helps make connections to future pathways. The Agility Classroom embraces teaching students all the Agilities and providing spaces for students to explore their interests and skills. Through this process, students will also discover the value they add to their community and environment and be able to communicate that value. This guide helps you create this environment in any setting.

VISUAL ENVIRONMENT

Utilizing an Agilities poster, one-pagers, and student-created imagery around the Agilities encourages students to utilize the concepts as well as to remind you as the leader to reference the Agilities regularly. Balancing between pre-made resources and student partnership created materials is best for the environment to allow students to take ownership of their learning while ensuring the information they are referencing is correct.

Many lessons include printable visual resources or guides for creating larger posters that are interactive to use with your group of students.

Consistently incorporating, drawing attention to, discussing the Agilities, and using the visuals as support encourages students to engage with the concepts. Keep in mind that many students rely on visuals to help them learn, remember, and apply learning.



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LANGUAGE

The way that we speak about the Agilities, about students' interests and skills, and the way we allow students to talk about these things is extremely important.

Knowing your Agilities is a great place to start! Take the Agile Work Profiler to examine how your interests and strengths intersect. Then take some time brainstorming how you see your Agilities in your work environment.

Understanding the differences between the Agilities can be tricky. Use the Leveraging Your Agilities one-pager and the Learning Your Agilities one-pager to learn more about key terms surrounding each Agility and possible work tasks. Being able to help students see these differences is an act of **INSPECTING**.

During individual and group conversations, be mindful to keep all opportunities and options open. Students are sensitive to your perception of them and will attach the labels you give them to their own identities. The purpose of the Agilities is to open pathways and opportunities for students. Avoid using limiting language such as "Being an astronaut would be cool, but that takes a lot of work, and you have to take a lot of science classes". Instead, use opportunity-focused language, "Being an astronaut sounds like a cool job! What do you think you would need to do or learn to make that happen?"

GROUP WORK

Group work is essential for students to develop collaboration and interpersonal skills. Selecting group members can be helpful to encourage participation and diversify the groups. When selecting groups, take into account the strengths of each student. For example, by placing two students who are strong at **MANAGING** into one group, it makes it difficult for the group to self-select a group leader or even to follow one.

This means that separating students into groups based on different strengths and interests is the best format. It is not recommended to sort students into team groups where all members have the same top Agility.

However, if the class is doing a large group project, it might be helpful to allow students to self-select their groups which tend to break apart into similar Agility partners. If this happens naturally, this is a great way for students to decide to divide up work towards their goal.

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COMMUNITY INVOLVEMENT

Incorporating the local community and persons involved in specific career fields increases your students' knowledge and connectedness to outside resources. For example, if the class is working on growing plants and examining their parts, you could ask a local greenhouse grower or farmer to come to talk about how their job relates to what they are learning.

Asking local community members, including students' family members, can be a tricky process. Start by asking your administration what the process would be for inviting guest speakers.

Another option is to have someone record a video message or host a video conference call. It is helpful to prepare the outside speaker with the topic the class has been learning about, possible student questions, and any goals you have for the time.

How to Prepare a Community Member or Expert

1. Provide the Leveraging Your Agilities Handout
2. Recommend they take the Agile Work Profiler
3. Provide context around what the class is studying and why you think that relates to their work
4. Suggest talking points to help focus the group conversation
5. Ask the person to identify how they use their Agilities in their line of work

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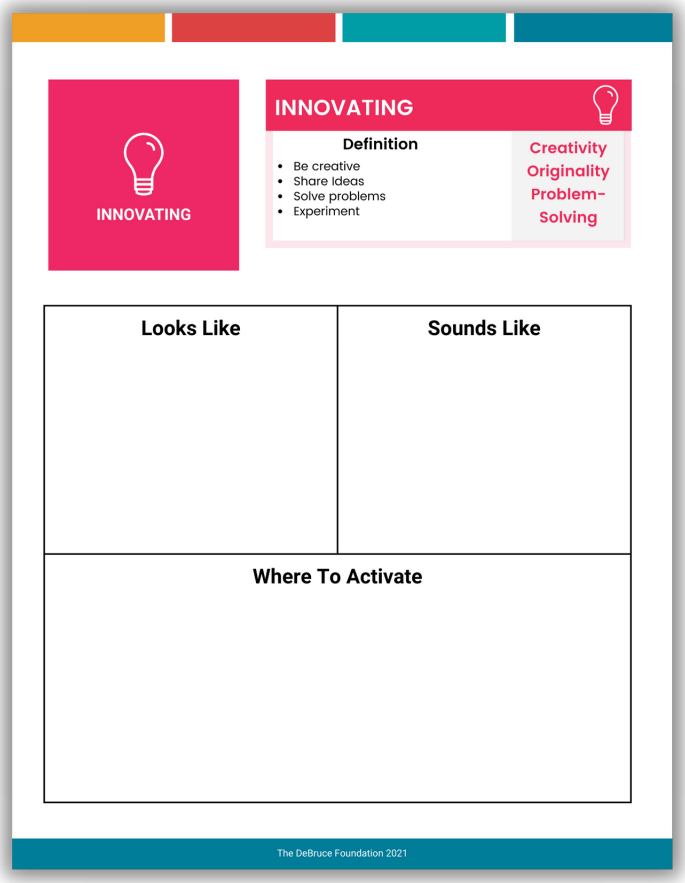
Agility Vocabulary Development Suggestions

PURPOSE OF RESOURCE

Introducing "big words" to young students can be intimidating, but even kindergarteners enjoy learning new vocabulary and being able to talk like adults. By scaffolding the development of Agility-specific words, we can empower students in how they see and describe themselves and how they interact with the world. This guide supports how to introduce and scaffold the use of Agility-specific words.

INTRODUCING AN AGILITY

Create an anchor chart similar to the one on the right that includes the Agility, a short definition, and spaces to brainstorm together.
*There are posters titled *Agilities Looks Like Sounds Like Charts* that you can use for this activity.



Start by reading the definition and asking students which keyword stand out to them. This can also include words that are related to the definition but not currently included. For example, a student may say "create" or "make" for this Agility. Use the *Learning Your Agilities* one-pager to help facilitate this part.

As a group, have students brainstorm and share what this Agility looks like and sounds like. Encourage diversity between what this Agility looks like at home, at school, and in the community. Students may also think about jobs or individuals who they see utilize the Agility. Where appropriate, add images that represent students' responses. Student-made images would be great here.

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SCAFFOLDING SUPPORT

Agility	Key Words	Scaffolding Questions
Developing Others	mentor, coach, teach	• When have you taught a teammate, younger sibling, or peer to do something? • How did you teach them so that they would be able to do the new skill? • What ways do you behave to empower the person you're teaching?
Innovating	create, problem solve, experiment	• When have you created something new? • What gave you the idea? • How could trying out ideas lead to a better idea?
Inspecting	quality, consistency, effectiveness	• When was a time you weren't successful because you didn't read or understand the rules or instructions? • What strategies do you use to make sure you follow all the instructions? • How could you decide how good something is?
Judging and Estimating	accuracy, critical thinking, guess	• When you start a project, how do you know how much of a supply you might need? • What strategies do you use to make accurate guesses? • How do you decide if an item you want is worth the price?
Managing	lead, motivate, direct, inspire	• What do good leaders do? • How do you set goals now? • When do you decide to be the leader or to allow others to lead?

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SCAFFOLDING SUPPORT

Agility	Key Words	Scaffolding Questions
Operating Objects	construct, fix, physical tasks	• How comfortable are you with fixing your computer or phone when it's not working correctly? • What do you feel when you think about building an item? • When do you enjoy doing physical tasks?
Organizing	prioritize, detail-oriented, execute	• When you have a lot to do, how do you decide what to do first? • How do you make sure you complete all sections of a task? • What do you do to help yourself get things done?
Selling and Communicating	evaluate, campaign, persuade, negotiate	• How do you encourage others to do what you want to do? • When you have talked in front of a group, how did you feel? • What strategies do you use to feel confident speaking to others?
Serving and Caring	relationship, support, build trust	• When you think about your closest friend, how did you create that relationship? • What is trust? • How do you develop trust? • What can you do to serve others?
Working with Information	analyze, interpret, process	• When you learn new things, how do you sort the information? • How do you pick out the most important thing when taking in a lot of information?

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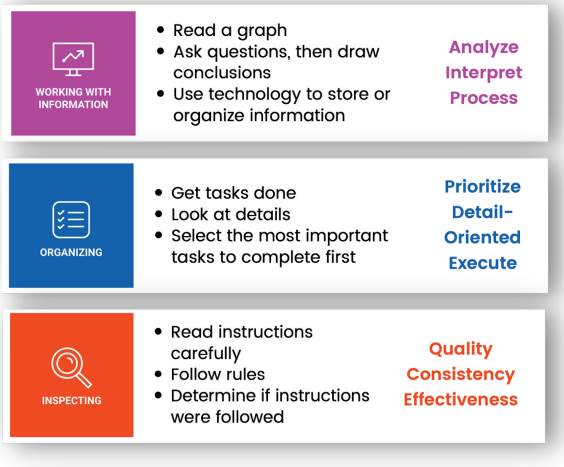
Agility Goal-Setting Cards

PURPOSE OF RESOURCE

These Agility Goal Setting cards are a great visual for whole group goal setting. After you've reviewed a learning objective or project parameters, use these cards to discuss and set goals around which Agilities students will be activating. It's great to have students select the Top 3 Agilities they believe they'll activate and give a short description for how. Post those on an anchor chart or on a whiteboard space. Then, complete the lesson or project you have planned. During the reflection period of the lesson, ask students which Agilities they actually activated and how that elevated their learning. Have students answer the reflection questions displayed on the right.

Project: Research Penguin Habitats



- Collect information using my computer
- Find pictures and videos of penguin habitats
- Look for information on how penguins survive the cold

- Write details and main ideas
- Make a checklist to research and finish a display
- Group information by category

- Follow the display directions
- Check to make sure information fits the display sections

- Did we use the Agilities we thought we would?
- How well did we activate them?
- What other Agilities did we end up needing?
- What could we do better on our next project?

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- Help others
- Be a good friend
- Be supportive
- Be trustworthy

Relationship
Support
Build Trust

- Teach and coach others
- Encourage others
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- Provide feedback

Mentor
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Coach

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Consistency
Effectiveness

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Campaign
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- Get tasks done
- Look at details
- Select the most important tasks to complete first

Prioritize
Detail-Oriented
Execute

Thank you for all you do to
expand career pathways!

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