

Agilities® for High School & Beyond Sample Resources

Empowering young adults
to discover their strengths and interests
and build career confidence.



Agilities

BY THE DEBRUCE FOUNDATION

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Welcome

Thank you for your interest in building an Agilities © classroom for your students. The DeBruce Foundation values your role in creating a learning environment that is real, relevant, and connected to the work skills students need across their lifetime. The Agilities framework, tools, and resources will help you create an environment for students to learn more about themselves and to build confidence in their skills. These sample resources help educators begin creating an Agilities Classroom. An Agilities Classroom focuses on students' strengths and helps make connections to future pathways. Together, we can build the foundation for all students to feel empowered in their education and future careers.

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The DeBruce Foundation Mission

The DeBruce Foundation is a national foundation whose mission is to expand pathways to economic growth and opportunity. The Foundation is committed to helping individuals unlock their potential and find career pathways. By developing solutions such as the Agile Work Profiler©, we change how people pursue careers. By partnering strategically, we increase experiences and exposure to widen career opportunities, starting with youth and working across the lifespan.

What are the Agilities?

The Agilities are a group of 10 work activities that are found in different amounts in every job.

Your Top Agilities

What you're currently good at & what you like to do.



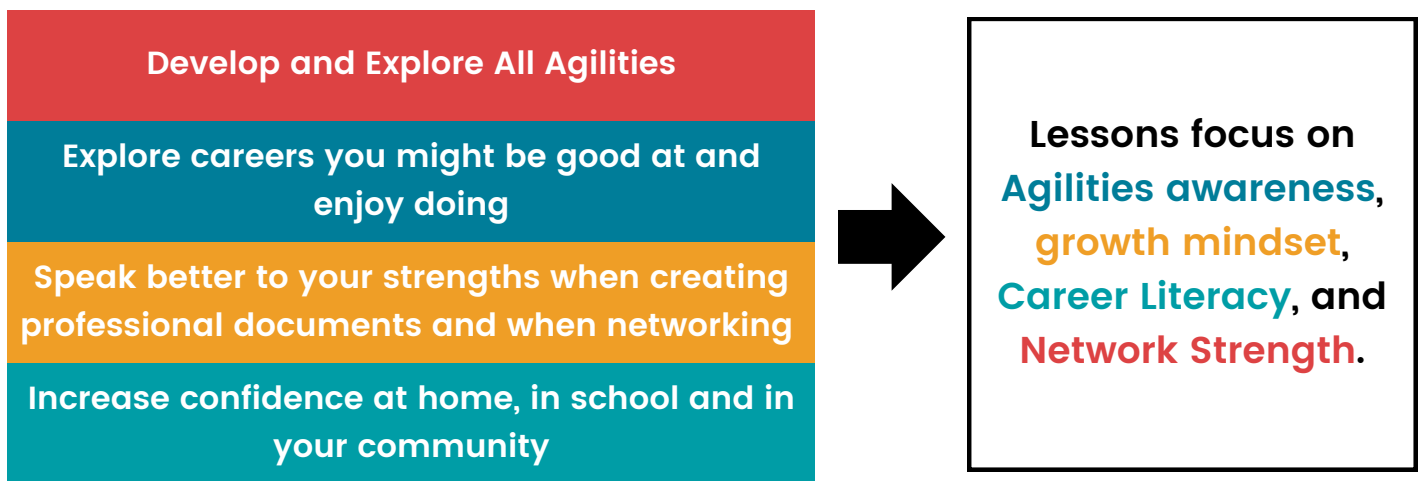
Can change over time and be developed!

10 Agilities of Work



Why Agilities?

These sample resources help educators begin creating an Agilities Classroom. An Agilities Classroom focuses on students' strengths and helps make connections to future pathways. The Agilities 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.



Want more free Agilities resources?



Visit [Agilities.org/K-12resources](https://agilities.org/K-12resources)

Sign up for the complete resource kit to learn more and gain access to free additional Agilities resources and training.



Agilities
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Creating an Agilities Classroom



PURPOSE OF RESOURCE

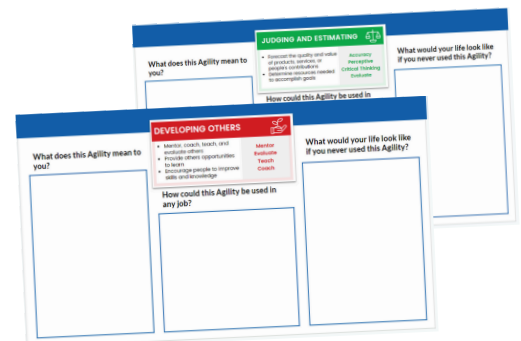
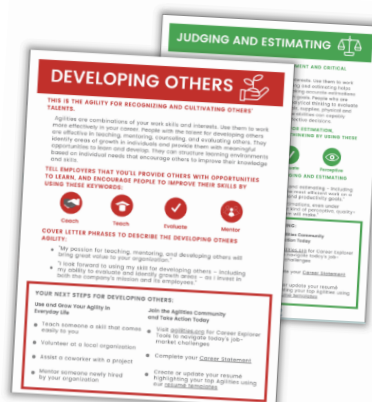
An Agility Classroom focuses on students' strengths and helps make connections to future pathways. The Agility Classroom embraces teaching students all the Agilities and providing spaces for students to explore their interests and skills. Through this process, students will also discover the value they add to their community and environment and be able to communicate that value. You can create an Agility classroom in any content area. This will help students see the relevance of their classwork and how it relates to the world of work. This guide helps you create this environment in any setting.



VISUAL ENVIRONMENT

Utilizing Agilities posters, one-pagers, and student-created imagery around the Agilities encourages students to utilize the concepts as well as to remind you as the leader of the value of creating this culture. Balancing between pre-made resources and student-created materials allows for the best environment for students to take ownership of their learning while ensuring the information they are referencing is correct.

Consistently incorporating, drawing attention to, and calling out Agilities in action in addition to using the visuals as a support encourages students to engage with the concepts and reinforces an Agility culture. Keep in mind that many students rely on visuals to help them learn, remember, and apply learning.





LANGUAGE

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

Knowing your own 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 the language surrounding each Agility. 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 up pathways and opportunities for students. Avoid using limiting language such as "Being a veterinarian 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 a veterinarian sounds like a cool job! Which Agilities do you think you need to have or develop to make that happen?" You could take this conversation one step further and look up this occupation using the Career Explorer Tools found on Agilities.org.



AGILITIES IN ACTION

Once you and your students understand the nuances of each Agility you can call them out to celebrate successes and failures in your classroom and even beyond. Ask guiding questions about what led to their success or failure. For example, "Which Agilities did you activate or should you have activated to be more successful?" This could take place in many different forms such as a class discussion, a journal entry, or an exit ticket. The most important piece of this is the timeliness of the conversation. For example, if you can catch a student activating the Agility and call it out right then, the conversation will be richer. The same goes for getting a student to pivot to activating a different Agility when learning from their mistakes.

These conversations can help students understand how to translate experiences into professional language employers value. Using the Leveraging Your Agilities one-pager will help elevate conversations and help students add these experiences into a portfolio, résumé, or interview.

Another resource you could use to celebrate successes and failures is the Goal-Setting Cards found in this kit. These cards are used at the beginning of a project or unit to align Agilities to the content students are learning. Then they can reflect at different points in their journey to determine if they need to pivot the selection of the cards they chose. There is a facilitation guide that contains the cards and suggested uses in this kit.



GROUP WORK

Group work is essential for students to develop collaboration skills and interpersonal skills. Selecting group members can help 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 might make it difficult for the group to self-select or even follow a group leader.

When forming teams, it might be a great icebreaker for students to get to know each other's top Agilities so they understand their strengths. Students can discuss the project goals and use the Agilities to determine who should focus on each aspect of the project.

At the end of the project, students can retake the Agile Work Profiler, see if their ranked Agilities changed during the project, and reflect on their results together. In addition to taking the Profiler, students can reflect on their group work using Agilities. They can ask each other what went well, what was challenging, and how activating specific Agilities helped them through the process.



COMMUNITY INVOLVEMENT

Incorporating the local community as well as persons involved in specific career fields increases your students' knowledge and connectedness to outside resources. Extending your classroom beyond its four walls can be an engaging and powerful tool to help your students increase their career literacy and network strength.

Engaging with local, national, or global industry partners, including students' family members, can be a tricky process. Start by asking your administration what the process would be to bring someone in to speak with your class.

Another option is to have someone either record a video message or call in via video conference. It's 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 one-pager
2. Recommend they take the Agile Work Profiler
3. Provide context around what the class has been studying and why you think it relates to their work
4. Suggest talking points to help focus the group conversation
5. Ask for the person to identify how they use their Agilities in their line of work

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

Leveraging Your Agilities

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 to employers and activate your career.

Consider using these words and phrases on a resumé or profile to represent your skills to employers.

DEVELOPING OTHERS



- Mentor, coach, teach, and evaluate others
- Provide others opportunities to learn
- Encourage people to improve skills and knowledge

Mentor
Evaluate
Teach
Coach

OPERATING OBJECTS



- Repair, maintain, and operate equipment and vehicles
- Inspect and control machines and surroundings
- Perform physical actions

Constructing
Dexterity
Fixing
Coordination

INNOVATING



- Apply new approaches
- Think creatively
- Share new ideas
- Bring a new perspective

Creativity
Ingenuity
Originality
Problem-Solving

ORGANIZING



- Pay attention to details and accuracy
- Monitor and control resources
- Sequence tasks and work

Prioritize
Detail-Oriented
Coordinate
Execute

INSPECTING



- Improve quality, safety, or effectiveness
- Make processes consistent with rules
- Assess outputs to standards

Quality
High Standard
Consistency
Effectiveness

SELLING AND COMMUNICATING



- Convince or influence others
- Work with people outside of the organization
- Resolve conflict and negotiate

Evaluate
Campaign
Persuade
Negotiate

JUDGING AND ESTIMATING



- Forecast the quality and value of products, services, or people's contributions
- Determine resources needed to accomplish goals

Accuracy
Perceptive
Critical Thinking
Evaluate

SERVING AND CARING



- Develop relationships and help people
- Empathize with others and serve their needs
- Build trust and emotional bonds

Cultivate
Relationships
Empathy
Support

MANAGING



- Coordinate work of others
- Develop strategies and plans
- Provide consultation and advice

Lead
Motivate
Direct
Inspire

WORKING WITH INFORMATION



- Analyze and interpret data
- Develop, collect, store, and manage technological information

Interpreting
Operating
Analyzing
Processing

DEVELOPING OTHERS



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

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. People with the talent for developing others are effective in teaching, mentoring, counseling, and evaluating others. They identify areas of growth in individuals and provide them with meaningful opportunities to learn and develop. They can structure learning environments based on individual needs that encourage others to improve their knowledge and skills.

TELL EMPLOYERS THAT YOU'LL PROVIDE OTHERS WITH OPPORTUNITIES TO LEARN, AND ENCOURAGE PEOPLE TO IMPROVE THEIR SKILLS BY USING THESE KEYWORDS:



Coach



Teach



Evaluate



Mentor

COVER LETTER PHRASES TO DESCRIBE THE DEVELOPING OTHERS AGILITY:

- "My passion for teaching, mentoring, and developing others will bring great value to your organization."
- "I look forward to using my skill for developing others – including my ability to evaluate and identify growth areas – as I invest in both the company's mission and its employees."

YOUR NEXT STEPS FOR DEVELOPING OTHERS:

Use and Grow Your Agility in Everyday Life

- Teach someone a skill that comes easily to you
- Volunteer at a local organization
- Assist a coworker with a project
- Mentor someone newly hired by your organization

Join the Agilities Community and Take Action Today

- Visit agilities.org for Career Explorer Tools to navigate today's job-market challenges
- Complete your [Career Statement](#)
- Create or update your resumé highlighting your top Agilities using our [resumé templates](#)

INNOVATING



THIS IS THE AGILITY FOR THINKING OUTSIDE THE BOX.

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. The skill of innovation helps people work faster and more effectively in their careers. Innovators can rise above conventional wisdom by solving problems, whether designing and creating new applications or developing original strategies for making things happen. Innovators are able to implement and execute plans in novel ways, envisioning unique approaches to ideas and projects.

TELL EMPLOYERS THAT YOU'RE A CREATIVE PROBLEM-SOLVER WHO WILL BRING A FRESH APPROACH AND PERSPECTIVE BY USING THESE KEY WORDS:



Creativity



Problem-Solving



Originality



Ingenuity

COVER LETTER PHRASES TO DESCRIBE THE INNOVATING AGILITY:

- “As an innovator, I can work with your company to design and create novel approaches to existing challenges and brainstorm unique approaches to future solutions.”
- “My agility for innovating means I am eager to take on new challenges, push for creativity, and partner with your company’s vision for the future.”

YOUR NEXT STEPS FOR INNOVATING:

Use and Grow Your Agility in Everyday Life

- Problem-solve with a friend
- Design an app
- Adapt, rebuild, or redesign a work project
- Create a workaround to fix a complex issue

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INSPECTING



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

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. Individuals with an aptitude for inspecting focus on getting the job done right. They can absorb and interpret significant amounts of knowledge on standards and regulations for the proper execution of work. People with this talent have a knack for suggesting adjustments in activities, processes, and outputs to maintain consistency with rules and regulations.

TELL EMPLOYERS THAT YOU WILL ENSURE THE HIGHEST QUALITY OF WORK AND MAKE SURE THE JOB IS DONE RIGHT BY USING THESE KEY WORDS:



Quality



Consistency



Effectiveness



High Standard

COVER LETTER PHRASES TO DESCRIBE THE INSPECTING AGILITY:

- "My passion for quality and consistency means that I inspect all of the details that ensure the job is done right."
- "I understand the importance of high standards and effective regulations – including the need to inspect significant amounts of knowledge to ensure quality and safety – and will bring that energy to my work each day."

YOUR NEXT STEPS FOR INSPECTING:

Use and Grow Your Agility in Everyday Life

- Learn about how something is made
- Help a friend fix something by reading the manual
- Create a standard operating procedure for a workplace task
- Test out a more efficient way to get a job done

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JUDGING AND ESTIMATING



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

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. The ability for judging and estimating helps people work more effectively in their careers by making accurate estimations of resources, time, and effort needed to accomplish goals. People who are good at judging and estimating use critical and analytical thinking to evaluate the quality and value of products, services, materials, supplies, physical and social conditions, and people. Individuals with these abilities can capably forecast material needs and conditions to make effective decisions.

TELL EMPLOYERS THE VALUE OF YOUR AGILITY FOR ESTIMATION, ACCURATE DECISION-MAKING, & ANALYTICAL THINKING BY USING THESE KEY WORDS:



Accuracy



Critical Thinking



Evaluate



Perceptive

COVER LETTER PHRASES TO DESCRIBE THE JUDGING AND ESTIMATING AGILITY:

- “I look forward to using my skills for judging and estimating - including my ability to think analytically to evaluate the most efficient work on a project - to support the company’s mission and productivity goals.”
- “Good judgment means making accurate estimations, even under pressure, and I am confident I can bring that kind of perceptive, quality-focused analysis to all the decisions our team will make.”

YOUR NEXT STEPS FOR JUDGING AND ESTIMATING:

Use and Grow Your Agility in Everyday Life

- Predict the outcome of a TV show 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

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MANAGING



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

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. The skill of managing helps individuals work more effectively in their careers by recruiting the right people for the job. Those who are effective at managing assemble and coordinate teams and organizations to reach important goals, as well as oversee situations involving planning and execution to reach desired outcomes.

TELL EMPLOYERS YOU ARE A SKILLED LEADER BY USING THESE KEY WORDS:



Lead



Direct



Inspire



Motivate

COVER LETTER PHRASES TO DESCRIBE THE MANAGING AGILITY:

- “To me, managing is about motivating others and inspiring a team to join me in doing our best work each day.”
- “My agility with managing will allow me to effectively direct projects and resources that focus on the core mission of the company.”

YOUR NEXT STEPS FOR MANAGING:

Use and Grow Your Agility in Everyday Life

- Lead a volunteer project
- Build a positive team environment
- Assemble resources needed to complete a task
- Direct assignments to achieve positive outcomes

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OPERATING OBJECTS



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

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. People with the talent for operating objects are uniquely gifted when working with machines, tools, and equipment. They are able to work faster and more effectively in their careers because they work well with their hands and think logically. They can repair and service complex equipment and devices and utilize various technologies in the process. They can be skilled at manual labor that requires physical strength, dexterity, or both.

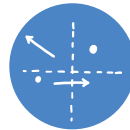
TELL EMPLOYERS THAT YOU'RE A CAN-DO PERSON WITH A VARIETY OF TOOLS AND TECHNOLOGIES BY USING THESE KEY WORDS:



Constructing



Fixing



Coordination



Dexterity

COVER LETTER PHRASES TO DESCRIBE THE OPERATING OBJECTS AGILITY:

- “My agility for operating objects means that I excel when working with hands-on projects, and I know how to build, fix, and work with complex devices.”
- “I welcome the opportunity to work with specialized equipment – even precise tools that require dexterity – because my agility for operating objects allows me to work quickly and efficiently at most manual labor.”

YOUR NEXT STEPS FOR OPERATING OBJECTS:

Use and Grow Your Agility in Everyday Life

- Build something for a friend in need
- Repair broken items around the house
- Install office furniture
- Run equipment or machinery in a warehouse

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ORGANIZING



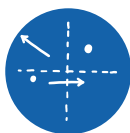
THIS IS THE AGILITY FOR CREATING AND MAINTAINING ORDER IN WORK TASKS.

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. People gifted in organizing are able to simplify and prioritize tasks, develop and execute plans, and manage resources and timelines. They are detail-oriented and effective at accurately maintaining information and records. This skill helps people work faster and more efficiently in their careers because they are able to create and follow schedules, coordinate activities, and create project timelines.

TELL EMPLOYERS THAT YOUR KNACK FOR ORGANIZATION CAN HELP THEIR COMPANY THRIVE BY USING THESE KEY WORDS:



Prioritize



Coordinate



Execute



Detail-Oriented

COVER LETTER PHRASES TO DESCRIBE THE ORGANIZING AGILITY:

- “My talent for organizing means that I will bring effective information management, coordination, and attention to detail to my new role.”
- “My ability to simplify and prioritize tasks allows me to focus on what matters most: organizing my work to support the goals of your company.”

YOUR NEXT STEPS FOR ORGANIZING:

Use and Grow Your Agility in Everyday Life

- Plan a trip with friends or family
- Coordinate a volunteer event
- Help a colleague organize a new office space
- Implement an information management system for your team

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SELLING AND COMMUNICATING



THIS IS THE AGILITY FOR INFLUENCING AND PERSUADING OTHERS.

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. People with this skill effectively read, understand, and influence others. Individuals with this talent can correctly evaluate and respond to people's needs and desires. As effective communicators and negotiators, they can also elicit trust and respect that enables them to change others' minds.

TELL EMPLOYERS THAT YOU'RE A PEOPLE-PERSON WHO CAN MAKE CHANGE HAPPEN BY USING THESE KEY WORDS:



Persuade



Evaluate



Negotiate



Campaign

COVER LETTER PHRASES TO DESCRIBE THE SELLING AND COMMUNICATING AGILITY:

- “With a talent for selling and communicating, I understand the value of responding to the needs of the client and the importance of effective negotiation.”
- “I am passionate about advancing team communication by bringing people together in conversations about what matters most.”

YOUR NEXT STEPS FOR SELLING AND COMMUNICATING:

Use and Grow Your Agility in Everyday Life

- Convince a friend to start a healthy habit
- Raise money for a cause you care about
- Campaign for a leadership role in your company
- Help coworkers resolve a disagreement

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SERVING AND CARING



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

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. People who have a talent for serving and caring can effectively relate to and serve the needs of clients, customers, coworkers, friends, and other constituents. This talent involves the capability to develop sound social relationships and to help others with their needs. It enables individuals to empathize, care for, and provide support for others. They can cultivate trust and emotional bonds with others.

TELL EMPLOYERS ABOUT YOUR COMPASSION AND ABILITY TO PUT OTHERS FIRST BY USING THESE KEY WORDS:



Empathy



Cultivate



Support



Relationships

COVER LETTER PHRASES TO DESCRIBE THE SERVING AND CARING AGILITY:

- “With a passion for serving and caring, I am able to relate effectively to coworkers and clients.”
- “I will bring empathy, service, and support to clients, cultivating trust to build strong, caring relationships.”

YOUR NEXT STEPS FOR SERVING AND CARING:

Use and Grow Your Agility in Everyday Life

- Take care of a friend in need
- Visit an elderly relative
- Create team-building activities for coworkers
- Assist incoming team members as they adjust to their new jobs

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WORKING WITH INFORMATION



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

Agilities are combinations of your work skills and interests. Use them to work more effectively in your career. People who are adept at working with information may be skilled with technology, talented with manipulating, analyzing, and interpreting data, or have expertise in both those broad areas. To be skilled with technology means having the ability to develop, operate, and maintain information technology (IT) software and hardware, which are critical for managing and processing information. To be skilled at manipulating, analyzing, and interpreting data means being able to collect and store information and to turn information into knowledge.

TELL EMPLOYERS THAT YOU'RE A PROCESS PERSON WHO IS SKILLED AT USING DATA AND TECHNOLOGY BY USING THESE KEY WORDS:



Interpreting



Analyzing



Processing



Operating

COVER LETTER PHRASES TO DESCRIBE THE WORKING WITH INFORMATION AGILITY:

- “My agility for working with information allows me to analyze the key takeaways from a dataset and troubleshoot any hardware or software issues that arise along the way.”
- “I see new technology as a challenge: I’m passionate about working with information to help your organization choose the best data management system for each project.”

YOUR NEXT STEPS FOR WORKING WITH INFORMATION:

Use and Grow Your Agility in Everyday Life

- Help a family member update the software on their smartphone
- Compare statistics from your favorite NFL players
- Onboard colleagues to a new technology platform
- Create a data visualization to mark company achievement

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Agilities
BY THE DEBRUCE FOUNDATION



FIND YOUR AGILE WORK PROFILER® RESULTS

OVERVIEW

The Agile Work Profiler® (AWP) is a proprietary career assessment tool developed by The DeBruce Foundation linking a person's strengths and interests, and what they do well, with clusters of work activities known as Agilities. Knowing your Agilities allows you to navigate the job market more skillfully.

**Discover insights to your
strengths and interests**

BEST FIT

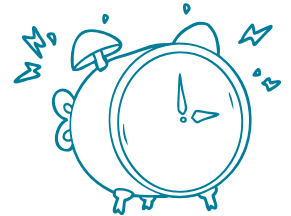
The best fit for the AWP is at the beginning of an academic year and then again at key transition times during the year, such as before breaks, after projects, or at the end of the academic year.

GRADE LEVELS

8th and beyond

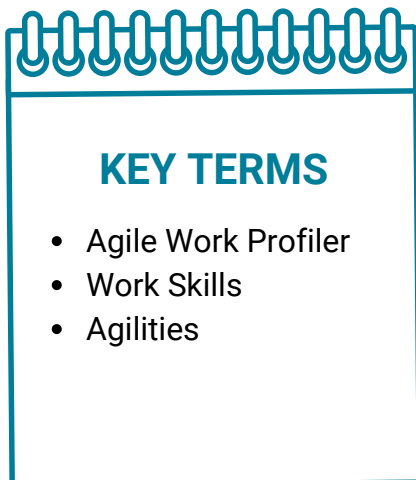
TIME

15-20 minutes



GOALS

- Participants will become aware of their ranked Agilities.



KEY TERMS

- Agile Work Profiler
- Work Skills
- Agilities

BEFORE ACTIVITY PREPARATION

Facilitators take the [Agile Work Profiler](#) and become familiar with their results.

RESOURCES NEEDED

Electronic device with internet service



ACTIVITY INTRODUCTION

Agilities are a group of 10 work activities that are found in different amounts in every job. Understanding the Agilities you have and may want to develop gives you the focus and flexibility to create a meaningful career path.

Being aware of your Agilities allows you the opportunity to identify your current skills and which ones you'd like to grow and develop. Understanding your Agilities helps you translate your skills into work language and express your strengths more confidently during a job interview or while writing your résumé.



ACTIVITY DIRECTIONS

Facilitator could incorporate a story about taking the AWP, their results, or how they envision Agilities impacting their participants' lives.

Getting your results is fast and simple

- Visit Agilities.org
 - Click the button to take the assessment
 - Answer the question prompts for each section
 - Get your results and see your ten ranked Agilities

Evaluating your results

- Your results show a ranked list of Agilities with definitions, videos, and highlights of the top three Agilities
 - Watch the Agility videos
 - Download the one-pagers
 - Consider which Agility(s) you might want to grow and develop
- To access your results in the future, do one of the following
 - Download and save them
 - Screenshot them
 - Save the emailed results from The DeBruce Foundation



TIPS FOR SUCCESS

- Coach participants to understand that the more Agilities they develop, the more agile and flexible they will be in the workforce.
- Take time to watch the videos embedded in the results to understand the meaning of each Agility and how they are activated in careers.
- Remind students to answer the questions freely because no one but them will see their individual answers to the questions.
- Explore the [Career Explorer Tools](#) with participants to see how they can activate their Agilities in careers.



OVERVIEW

Participants will work together to create a poster on an assigned Agility. They will participate in a gallery walk and provide feedback on all Agility posters created. The goal is for participants to understand the nuances of each Agility and be prepared to translate their experiences into professional language using Agilities.

***Participants create posters
and provide feedback on
individual Agilities***

BEST FIT

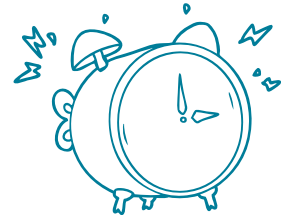
The Agilities Walk is best used when first introducing the Agilities framework but can be useful as a reminder of the nuances of each Agility at any time.

GRADE LEVELS

High School - Adult Learners

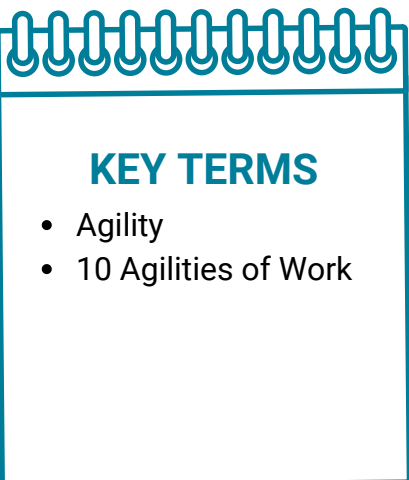
TIME

45 minutes



GOALS

- Participants will understand the nuances of individual Agilities
- Participants will design posters that examine the application of each Agility as it is manifested in the real world



KEY TERMS

- Agility
- 10 Agilities of Work

BEFORE ACTIVITY PREPARATION

- Determine if you want to facilitate this activity digitally or with chart paper
- Activity directions are found on page 2 of this guide

RESOURCES NEEDED

- [Leveraging Your Agilities one-pager](#)
- [Agilities Walk Instructions](#)
- Digital Option:
 - [Agilities Walk Deck](#)
- Chart Paper Option:
 - 10 pieces of Chart Paper, Markers,
 - Red, Yellow, Green stickers
 - [Individual Agilities one-pagers](#)



ACTIVITY INTRODUCTION

The word "Agility" is a new word to most individuals. The specific names of the Agilities, however, are common words individuals identify with quickly. Include an example here, like, "I have always connected the words Developing Others with coaching and helping others succeed."

Use the Leveraging Your Agilities one-pager to ask participants about connections they might have. Start a conversation like this; "It is important for you to first understand what an Agility is and then determine the nuances of each Agility. Then, you have the knowledge to use these words to translate experiences at home, school, and work into professional language to help you get a job."



ACTIVITY DIRECTIONS

- Below are directions for preparations depending on delivery choice. All resources needed are linked on page one in the resources section.
 - Digitally
 - Agilities Walk Deck
 - Every participant needs the same deck so they can provide feedback to others
 - Assign students an Agility
 - Agilities Walk Instructions & Leveraging Your Agilities one-pager
 - Each student can receive a copy of this
 - Chart paper
 - Hang 10 pieces of chart paper around the room
 - Assign each piece of chart paper an Agility by placing a corresponding Agilities one-pager next to a piece of chart paper
 - Agilities Walk Instructions & Leveraging Your Agilities one-pager
 - Each student can receive a copy of this
- To deliver this activity, follow the steps outlined in the Agilities Walk Instructions resource. Some modifications might need to be made if you are doing this digitally.



TIPS FOR SUCCESS

- Agilities commonly misunderstood:
 - **Managing vs Organizing:** Managing is about "people" and Organizing is about "things"
 - **Developing Others vs Serving and Caring:** Developing Others is mentoring and coaching while Serving and Caring is more about relationships, serving others, and having empathy for others.
 - **Inspecting vs Judging and Estimating:** Inspecting is all about following the rules or the specific details, and Judging and Estimating is about determining resources needed for a project or job. For example: Inspecting is following a recipe to make the mashed potatoes and Judging and Estimating is determining the pan big enough to cook them in or put the leftovers into.



These Agilities 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 reflect on their choices. Post the cards somewhere students will see them. Then, complete the lesson or project you have planned. During the reflection period of the lesson ask students which Agilities they activated and how that elevated their learning. Have students answer the reflection questions displayed below.

How can geometry help me solve everyday problems?

How do you calculate the square footage of a given room in order to buy just the right amount of carpet?

WORKING WITH INFORMATION

- Analyze and interpret data
- Develop, collect, store, and manage technological information

Interpreting
Operating
Analyzing
Processing

Analyze the length and width of the room, and apply formulas to compute the square footage

ORGANIZING

- Pay attention to details and accuracy
- Monitor and control recourses
- Sequence tasks and work

Prioritize
Detail-Oriented
Coordinate
Execute

Use detail-oriented thinking to ensure no corner is missed

INSPECTING

- Improve quality, safety, or effectiveness
- Make processes consistent with rules
- Assess outputs to standards

Quality
High Standard
Consistency
Effectiveness

Inspect the room's dimensions to produce consistent measurements

Reflection Questions

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



SERVING
AND CARING

- Develop relationships and help people
- Empathize with others and serve their needs
- Build trust and emotional bonds

**Cultivate
Relationship
Support
Build Trust**



DEVELOPING
OTHERS

- Mentor, coach, teach, and evaluate others
- Provide others opportunities to learn
- Encourage people to improve skills and knowledge

**Mentor
Evaluate
Teach
Coach**



- Improve quality, safety, or effectiveness
- Make processes consistent with rules
- Assess outputs to standards

Quality
High Standard
Consistency
Effectiveness



- Apply new approaches
- Think creatively
- Share new ideas
- Bring a new perspective

Creativity
Ingenuity
Originality
Problem-Solving



JUDGING AND ESTIMATING

- Forecast the quality and value of products, services, or people's contributions
 - Determine resources needed to accomplish goals
- Accuracy**
Perceptive
Critical Thinking
Evaluate



MANAGING

- Coordinate work of others
- Develop strategies and plans
- Provide consultation and advice

Lead
Motivate
Direct
Inspire



OPERATING OBJECTS

- Repair, maintain, and operate equipment and vehicles
- Inspect and control machines and surroundings
- Perform physical actions

**Constructing
Dexterity
Fixing
Coordination**



WORKING WITH INFORMATION

- Analyze and interpret data
- Develop, collect, store, and manage technological information

**Interpreting
Operating
Analyzing
Processing**



SELLING AND COMMUNICATING

Evaluate Campaign Persuade Negotiate

- Convince or influence others
- Work with people outside of the organization
- Resolve conflict and negotiate



ORGANIZING

Prioritize Detail-Oriented Coordinate Execute

- Pay attention to details and accuracy
- Monitor and control resources
- Sequence tasks and work

Thank you for all you do to
expand career pathways!

