Career Basics

Updated 04/28/18 **Please link to**, use to educate **and share.**

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Executive Summary **Career Tips** **Hard and Soft Skills Center** **Success Triangle** **Common Sense Interview Stuff** **More Career Stuff**

Preface
My Next Move helps find a career path
Mark Cuban Q&A at Oxford University 65 min vide
edited by Walter Antoniotti

Executive Summary
1) Hard and Soft Skills facilitate Career Success.
"The capacity to learn is a gift, the ability to learn is a skill and the willing to learn is a choice."
Skills and Grades Two B's or an A and a C Which is better?
Technical Skill to Enhance the Liberal Arts

2) What you study and your activities determines skill levels associated with success.
3) College Isn't A Guarantee To The Middle Class. See chart 1.

4) Do what you like because our "Flat World" means a lot of competition which means more effort is needed to be successful.

5) Most jobs are in health care, education, STEM areas and retail sales/service. 10) Data that college is not a good investment has many even well off students attending a Community College though college loans were up 5% in 2015.

Fareed Zakaria defense of a liberal education is reasonable but remember that very strong academic ability and other outstanding traits are required to earn a "reasonable" academic degree and an economic return.

6) Studies show most careers can be enhanced by digital knowledge. Start by enhancing your Geekability by adding one useable software or Apps task per month to be done with your computer and phone.

7) Substantial efforts toward Improving SAT testing ability may not be successful
a) Data indicates comprehensive test coaching has only a small effect on scores.
b) Anxiety they cause can be a serious problem.
c) Choosing a College and Major by attending a college you are not academically prepared for hinders success.

See SAT Coaching Found to Boost Scores--Barely
Free testing help at Test Prep Internet Library

8) Going to a school where you are near the top academically usually a good idea for three reasons. Grants will be higher, time will be available to enhance non-academic soft skills and professors favor their best students.

9) Traditional and social networking and good mentoring are still very important for success.

The majority of liberal majors do not have these abilities and even if they did, there are few good paying jobs. So studying art or music or psychology is fine but when you can expect a low salary.

Career Tips

Why Internships Are More Important Than Ever Internship Help

Warren Buffett's and Charlie Munger's Tips for the Class of 2016

1. Work for a person or company you admire the most
2. Copy the habits of the successful people you know
3. Invest in yourself first
4. Become a life-long learner
5. Treat your body as a car you would own forever
6. You only have a "20 slot punch card" for finance decisions
7. Develop your "inner scorecard"

Source has additional information as does Warren Buffett's Top 10 Rules For Success 8 min video

Skill Center

Hard skills include the specific Knowledge and abilities required for a job. They are acquired through formal education and training`` programs, including college, apprenticeships, short-term training classes, online courses, certification programs, as well as by on-the-job training. Examples of hard skills include computer programming, web design, typing, accounting, finance, writing, mathematics, legal and other quantifiable skills that are included in the requirements for a job.

Bill Gates writes often about the importance of measurement when pursuing goals. Skills are easier to measure than behaviors. Behaviors can be hard to define, and often manifest in the things you don't do. Sometimes chase and reward the wrong traits. Google learned this when it eventually devalued SAT scores for job applicants, realizing it had little predictive signal of a hire's subsequent career success. For more examples see Skills vs. Behavior

Noncognitive skills like cognitive skills improving labor-market outcomes. These non-cognitive skills (called soft skills, social, behavioral skills) include perseverance, conscientiousness, and self-control, social skills and leadership . Evidence suggests that the labor-market payoffs to non-cognitive skills have been increasing over time and the payoffs are particularly strong for individuals who possess both cognitive and Noncognitive skills. Seven Facts on Noncognitive Skills from Education to the Labor Market Editor's Note: Much is to be gained by spending a lot of time improving what you do well and nurturing these soft skills. Example work hard and your major and if being in the school senate means slightly lower grades in secondary subjects, so be it. See Which is better, 2 B's or an A and a C?

The Great Recession Drastically Changed the Skills Employers Want 10/4/17

"the skill requirements we analyze were] — education, experience, analytical aptitude, and computer skills — have been found to complement new technologies. (We identify analytical requirements by the presence of keywords like “research,” “decision,” and “solving.”)"

"... in a hard-hit metro area [employment ads] are about 5 percentage points (16%) more likely to contain education and experience requirements and about 2–3 percentage points (12%) more likely to include requirements for analytical and computer skills**." from HBR**

Enhancing Skills

Avoiding Financial Mistakes

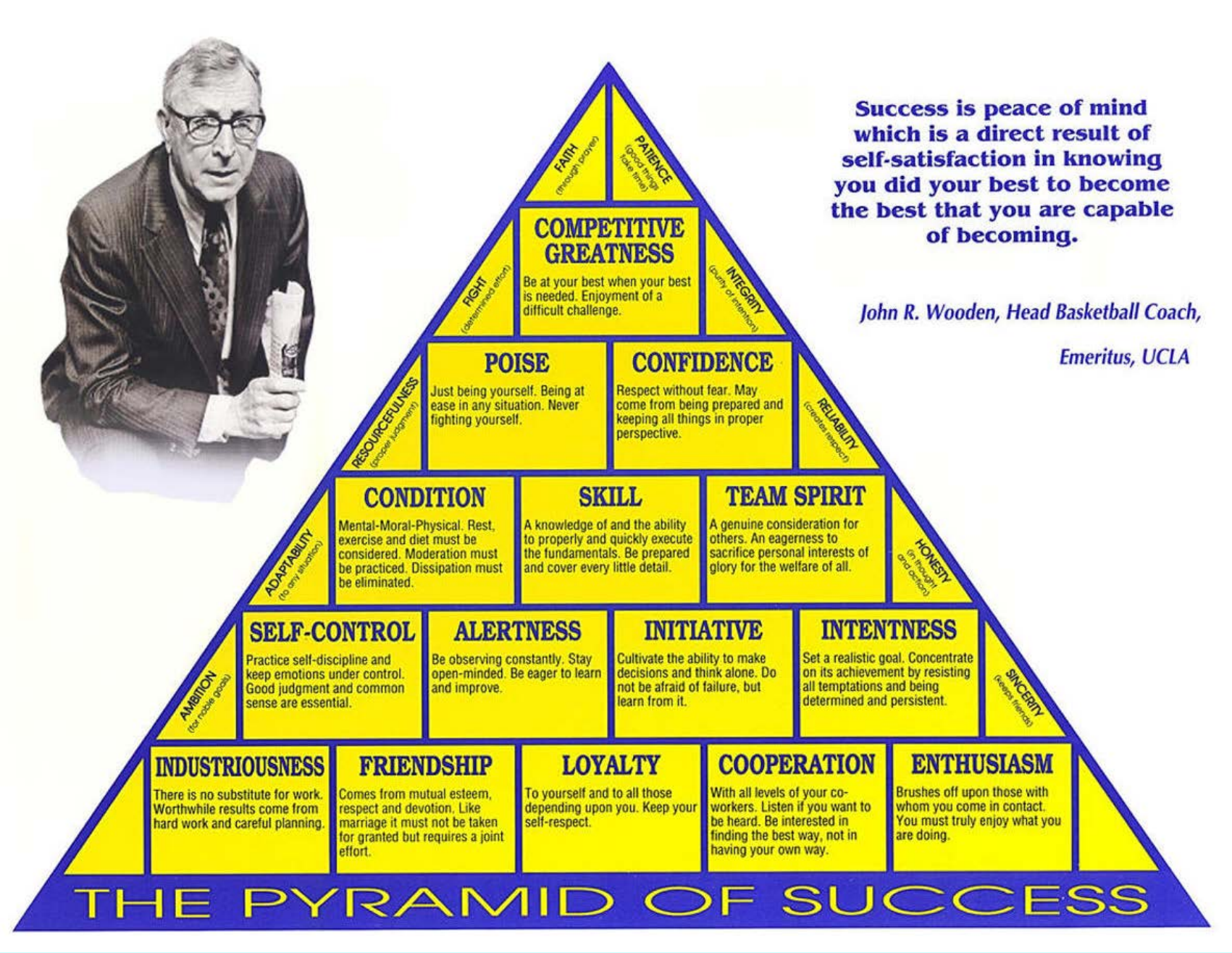
Effective Studying is comprehensive help for those wanting to enhance a skill

Soft Skills May Determine Success

Soft Skills Needed for Success require practice'

Source: Harvard Business Review

John Wooden Success Triangle Larger Triangle



Common Sense Interview Stuff

See uptowork.com/blog/ for more job hunter help

How To *Not* Get Hired

What kind of qualities can keep you from getting hired? Remember the importance of soft skills and personal characteristics as you prepare for interviews.

Candidate with...	Percent of employers who would not hire the candidate
Poor personal hygiene	90.8
Inappropriate attire	74.8
Facial piercings other than ears	74.3
Inappropriate footwear	70.8
Visible tattoos	60.6
Unnatural hair color	39.2

SOURCE: Center for Professional Excellence (see note 3, p. 12).