

Social Emotional Learning and the Impact on Career Development

Andrew Culberson, Department of Education and Early Childhood Development (EECD)

November 26, 2019

Overview

- Why are we having a conversation about **Social Emotional Learning (SEL)**?
- Learner Profile and the connection to Social Emotional Learning - **Why this should matter to us all?**
- Global Competencies** and Preparing for the Future
- SEL and Future Ready Career Development**

When engaging in career counselling with a student or client, what is our end goal?

How do we measure our success as a counsellor?

Think - Pair - Share

What skills do we want our students and clients to develop?

Name them.

Think - Pair - Share

Social Emotional Learning, the New Soft-Skills

Top 10 Soft Skills for Customer Service Jobs



Clear communication



Listening Skills



Self-Control



Positive attitude



Assertiveness



Conflict Resolution

the balance



Empathy



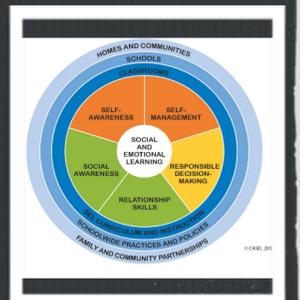
Depersonalization



Taking Responsibility



A sense of humor



“It is a school where children and adults understand and manage emotions, set and achieve positive goals, feel and manage emotions, set and achieve positive relationships and make responsible decisions.”

CASEL Definition of a School Where SEL is Happening

workplace - - - - -

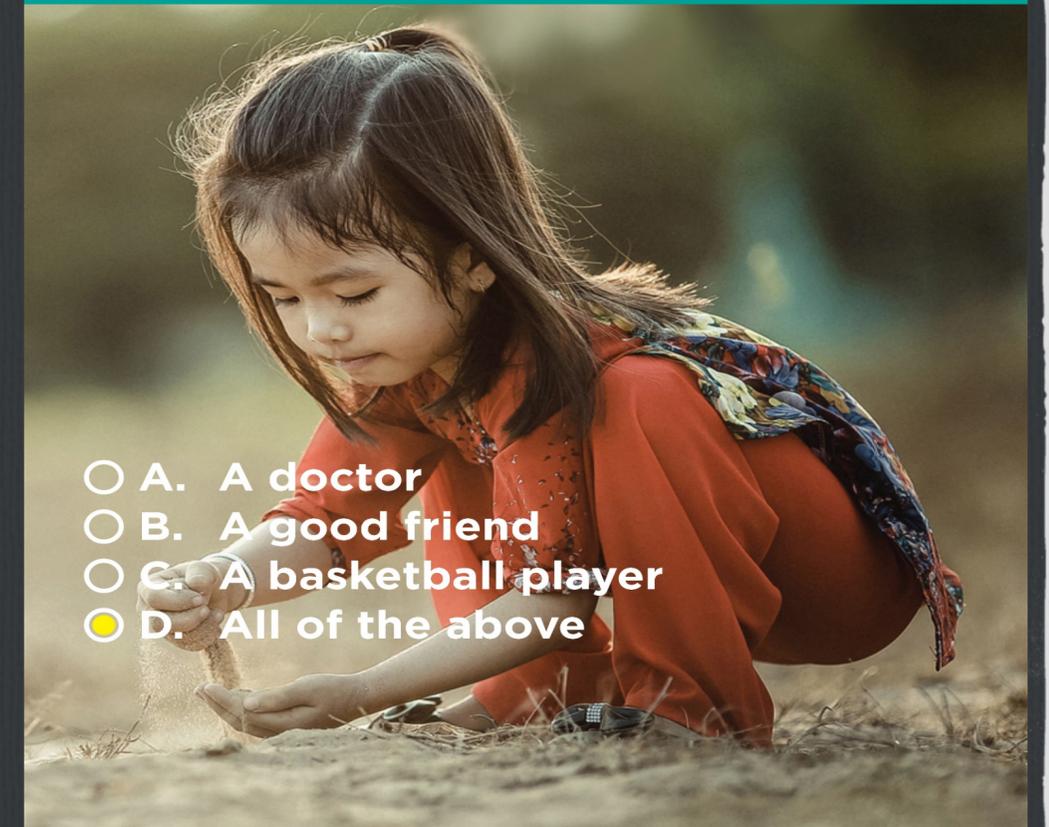
Durlak *et al.*, 2011 Large Scale Meta-Analysis

213 Studies and over 270,000 students

**SEL Produces
Significant Positive
Effects:**

- Academic Performance
- SEL skills
- Prosocial behaviours
- Attitudes towards self and others
- Reduction in Conduct problems
- Reduction in Emotional Distress (anxiety and depression)

**WHEN I GROW UP,
I WANT TO BE...**



- A. A doctor
- B. A good friend
- C. A basketball player
- D. All of the above

Think about the skills that help you learn and grow as an adult everyday - the ones that help you think, relate and act responsibly.

Let's make sure we teach these skills to our children!

#HowLearningHappens

Research has Connected EI and Health to Workplace Outcomes

Links indicate

- **Lower anxiety**
- **Lower Depression**
- **Less Stress**
- **Less Burnout**

And Lead to:

- **Greater performance**
- **Leadership ability**

“The promotion of social, emotional, and academic learning is not a shifting educational fad; it is the substance of education itself. It is not a distraction from the ‘real work’ of math and English instruction; it is how instruction can succeed. ...



...It brings together a traditionally conservative emphasis on local control and on the character of all students, and a historically progressive emphasis on the creative and challenging art of teaching and the social emotional needs of all students, especially those who have experienced the greatest challenges.”

ACEs

From a Nation at Risk to a Nation at Hope 2019 Report

Read this Document
And try to pick Out the Five Main points
At the end

- **Cognitive skills and competencies** underlie the ability to focus and pay attention; set goals; plan and organize; and persevere and problem solve.
- **Social and interpersonal skills and competencies** enable children and youth to read social cues and navigate social situations; communicate clearly; negotiate and resolve conflict with others; advocate for oneself with adults and peers; and cooperate and work effectively on a team.
- **Emotional skills and competencies** help children and youth recognize and manage their emotions; understand the emotions and perspectives of others; cope with frustration and stress; and demonstrate respect and empathy toward others.

Importantly, scientists tell us, this set of skills and competencies develop and are used in dynamic interaction with attitudes, beliefs, and values—shown in the second ring in the figure.²⁰ **Attitudes, Beliefs, and Mindsets** include children’s and youth’s attitudes and beliefs about themselves, others, and their own circumstances. Examples include self-efficacy—a

Evidence Base for How Learning Happens



Discuss with a partner how you felt when asked to recall the final thoughts of the previous video.

What could this represent?

Think-Pair-Share

K-12 → PSE → World of
Work

There needs to be a better continuum between

**K-12 — Post-Secondary Education — World of
Work**

Break down the silos and get into each others business.

The New Brunswick public school system will foster both a person's personal sense of wellness, or well-being, and their sense of **agency so they are prepared to meet challenges and seize opportunities.**

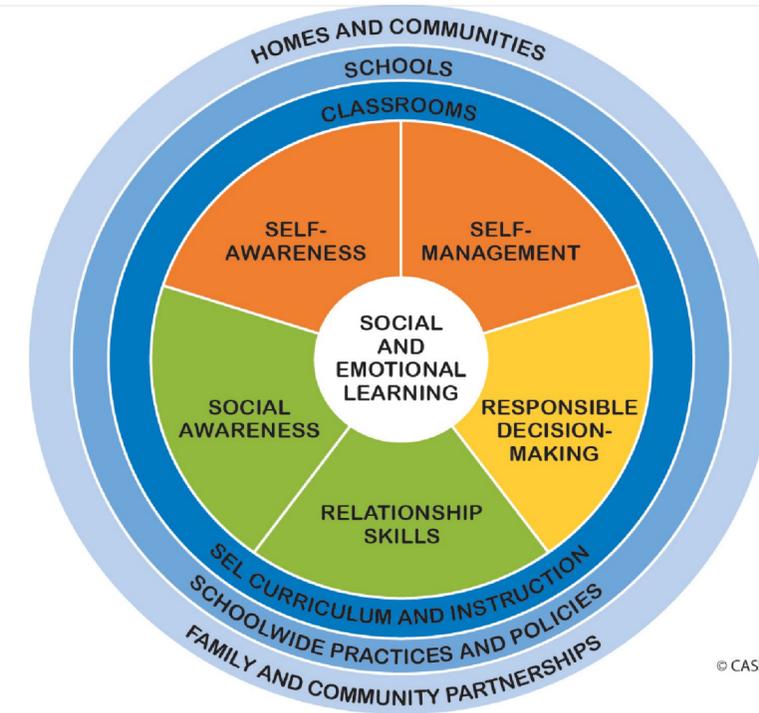
Portrait of a Learner

Future Ready

Readiness

Awareness

Understanding



Portrait of a Learner

Learner Agency

The belief and capacity required to take action in making life better for oneself and others.

Capacity

Capable Learners are:

- literate,
- globally competent, and
- have disciplinary competence.

Belief

Self-Determined Learners feel:

- autonomous,
- competent, and
- related to others.

Portrait of a Learner

Portrait of a Learner

Learner Agency

The *belief* and *capacity* required to take action in making life better for oneself and others.

Capacity

Capable Learners are:

- literate,
- globally competent, and
- have disciplinary competence.

Belief

Self-Determined Learners feel:

- autonomous,
- competent, and
- related to others.



Self-Determined Learners

Autonomy - Freedom to choose and decide. Choice and voice.

Competence - The ability to do something successfully.

Relatedness - A feeling of belonging or connection with others.



Capable Learners

Literate - The capacity to interpret, understand, and create texts used by people to convey meaning.

Globally Competent - The skills, sets of knowledge, and attitudes of a well-rounded person. Global competencies cross disciplines and contexts, and enable a person to thrive in local, virtual, and global communities.

Disciplinary Competence - The skills, sets of knowledge, and attitudes specific to understanding, learning, and working within and across subjects.

New Brunswick Global Competencies Promotes Core Learning, Values and Skills

Multiple Dimensions
of Learning are
Linked and Provide
Greater Engagement

Collaboration

Critical
Thinking and
Problem
Solving

Creativity,
Innovation, and
Entrepreneurship

Foundational Skills of
literacy and numeracy and
core learning in subject
areas

Self-Awareness
and Self-
Management

Sustainability
and Global
Citizenship

Communication

Multiple Dimensions of Learning are Linked and Provide Greater Engagement



All Learning is Relational





**Best Practice
for Career Education**
Future Ready Learning

FROM A NATION AT RISK
**TO A NATION
AT HOPE**

*Recommendations from the National Commission
on Social, Emotional, & Academic Development*

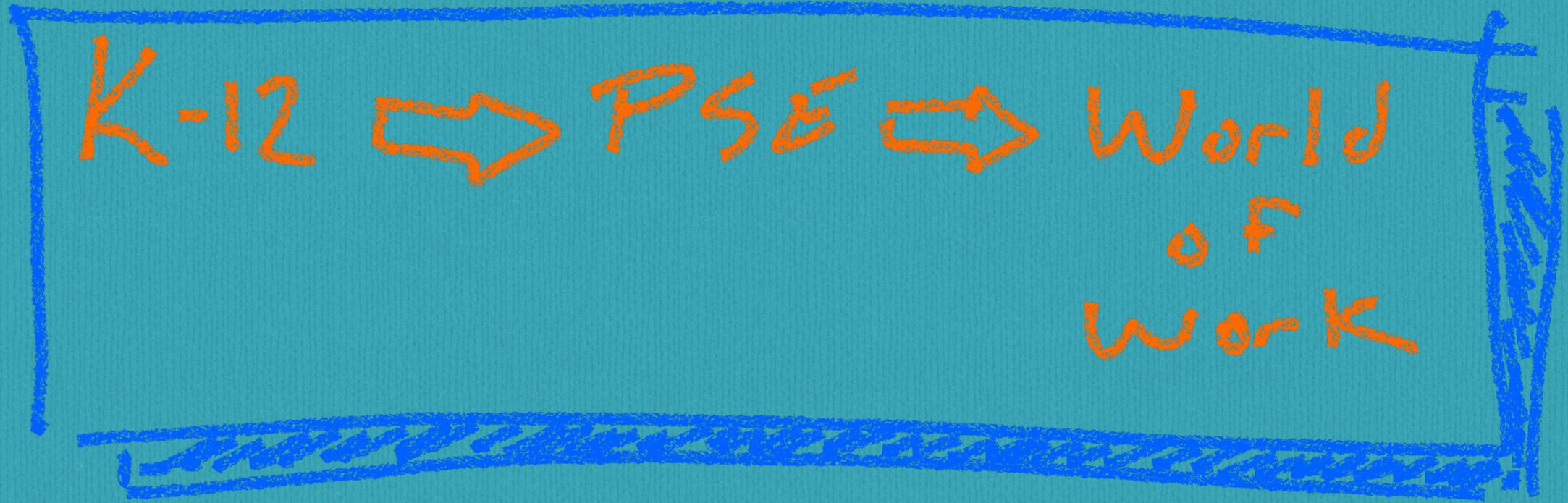
**SEL and
Future
Ready**

Social Emotional Learning

Developing our EQ

You might call these soft skills





“All learning has an emotional base”

-Plato

Identify
Emotions

Accurate
Self-Perception

Recognizing
Strengths

Self
Confidence

Self Awareness

Three Ways to Help Clients Develop a Better Self-Awareness

1. Understand Your Life Story
2. Create a Daily Habit of Self-reflection
3. Seek Honest Feedback



Self-Efficacy

Input
Control

Stress
Management

Self-motivation,

Self-Discipline

Self-Management

Making the connection to job and
career readiness
Is paramount to developing
one's own
self-management.



Goal
Setting

Organizational
Skills

Social Awareness

Perspective Taking 🙄

Empathy 😞

Appreciating Diversity 👍👍👍👍👍👍

Respect for Others



Communication
Social Engagement
Relationship
Building



Teamwork

We need to all be better listeners.

Relationship Skills

Identify
Problems

Analyzing

Solving

Evaluating

Responsible Decision Making

Dr. Kwame MacKenzie
Ceo of the Wellesely Institute



Reflecting

Ethics

Employers are not hiring based solely on degrees and certifications. They are now placing more emphasis on using hiring practices that value competences like, good decision making, strong interpersonal skills, resiliency and a growth mindset.

Thank you.