| PA Career Readiness Skills Categories | **PA CRS Grade Band (6-8)** | **PA CRS Grade Band (6-8)**  **The learner will…** | **I CAN…** | **PA CRS Grade Band (9-12)** | **PA CRS Grade Band (9-12)**  **The learner will…** | **I CAN…** |
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| **A. Self-Awareness and Self-Management** | Identify behavioral expressions of feelings within a context. | * Communicate in ways that demonstrate respect for the feelings of self and others * Adapt one’s communication with regard to context * Adapt one’s communication with regard to the needs of others * Describe how expressing emotions may impact others | * Identify others’ feelings and communicate in a respectful manner * Employ language and tone fitting for the situation * Respond to others based upon their perceived needs * Identify how others are impacted when communicating an emotional message | Evaluate behaviors in relation to the impact on self and others. | * Evaluate how self-esteem and self-image impact relationships   • Self-assess one’s actions and their effects on others  • Adapt to others’ working styles  • Collaborate in a team setting by creating an environment that supports consensus | * Evaluate how my self-esteem and actions impact others * Adapt different work styles relative to a situation * Collaborate with others to demonstrate support |
|  | Explain to others one’s own strengths, needs, and preferences specific to a context. | * Explain how personal strengths align to career pathways * Contribute in group/team activities utilizing one’s strengths * Identify characteristics of effective teams and how one contributes to team efforts * Identify strategies to secure support based on needs and wants | * Identify my personal strengths and how they relate to career pathways * Participate in work groups and apply my strengths to the group effort * Identify when help is needed to support an effort | Advocate for oneself in education, employment, and within the community. | • Promote one’s strengths  • Demonstrate initiative and self-direction in planning for employability  • Utilize a strategy to secure support when needed | * Apply my strengths to advance myself * Initiate a plan to get a job * Seek support based on a need |
|  | Identify and evaluate distractors that impact reaching ones’ goals. | * Identify and manage common distractors and the means to overcome them. * Analyze and evaluate alternative strategies in meeting goals | * Stay focused on meeting my goals when faced with challenges * Create new or revised pathways to meet a goal when necessary | Establish and pursue goals or post- secondary education, employment, and living within the community. | * Create a plan for adult living that reflects interests, skills, and aptitudes | * Identify my skills and talents to create a plan for adult living |
| **B. Establishing and Maintaining Relationships** | Explain how empathy and perspective taking foster relationship building. | * Demonstrate empathy in a variety of settings and situations * Identify situations in which stereotyping, discrimination, and prejudice affects self and others * Acknowledge diverse points of view | * Analyze a situation and show compassion appropriate to the situation * Analyze a situation to determine how to respond when confronted with negative feelings * Identify the perspectives of others when assessing a relationship and determine how to respond | Establish pro-social relationships to support self and others. | * Communicate clearly, effectively, and with reason * Select strategies for building and maintaining relationships * Demonstrate cooperation, consensus building and collaboration skills | * Apply strategies to engage in effective communication * Employ strategies I can use to build and maintain positive relationships |
|  | Interact with others demonstrating respect, cooperation, and acceptance. | * Demonstrate a variety of strategies for collaborating with others * Acknowledge others’ abilities and strengths * Seek to understand the perspectives of others | * Identify strategies to support effective interactions with others * Work with others with an understanding of their strengths and needs | Explain how you situate yourself in a diverse community. | * Describe ways to adjust and express one’s views specific to a setting * Identify one’s potential roles in a variety of diverse settings | * Evaluate a situation to determine an effective means of response |
|  | Explain how expressive communication strategies can affect others. | * Explain how clarifying questions builds better understanding between others * List different styles of expression and their impact on others * List different modes of expression and their impact on others * Explain how to respond in a pro-active manner to peer pressure on self and others * Model respectful ways to respond to others’ points of views | * Ask questions to better analyze a situation when working with others * Apply suitable communication strategy to match the situation * Respond to others’ points of view in a respectful manner | Select expressive communication strategies specific to context. | * Select a style of expression specific to context * Select a mode of expression specific to context * Adapt to the communication styles of others | * Express myself appropriate to a context * Communicate with others regardless of their style of communication (e.g., verbal, nonverbal, different language) |
|  | * Identify conflict resolution skills to deescalate, diffuse, and resolve differences. | * Use conflict resolution strategies to resolve differences in group settings * Demonstrate receptiveness to others’ feedback when resolving differences in opinions * Explain how conflict can escalate behaviors * Demonstrate flexibility in one’s thinking or actions when resolving a conflict (e.g., ask for suggestions, think of alternatives; adapt to unexpected changes) | * Identify conflict resolution strategies and how they can be used to solve a problem * Accept feedback and apply the knowledge constructively in resolving a conflict * Describe behaviors that increase conflict * Describe strategies I can use to alter my thinking when faced with a conflict | Evaluate a situation to identify skills and strategies to prevent and resolve conflicts. | * Apply a strategy to resolve conflict with regard to the context of a situation * Evaluate the effectiveness of a specific strategy as related to its outcome * Collaborate with others to create an environment that preempts conflicts and creates an environment of respect * Determine occasions in which logical fallacies, bias, hypocrisy, contradiction, ambiguity, distortion, and rationalization are apparent | * Assess the context of a situation to employ a strategy to resolve the conflict * Assess a situation to identify logical fallacies, bias, hypocrisy, contradiction, ambiguity, distortion, and rationalization |
| **C. Social Problem-Solving Skills** | Make a decision based upon anticipated consequences. | * Analyze the consequences of a decision prior to making the decision * Weigh the advantages and disadvantages of a decision * Evaluate how external influences can impact decision making * Apply models of decision making (e.g., authoritative, consensus, democratic, individual) relevant to making a decision | * Describe the possible impact of a decision to determine the desired outcome * Evaluate the plusses and minuses of an impending decision * Describe how the environment can influence a decision * Identify decision making skills that help me make an informed decision | Evaluate consequences from a personal and civic perspective to inform decision- making. | * Model integrity, ethical leadership, and effective management in making decisions * Analyze how individual perspective affect decisions * Analyze decisions with regard to civic roles and responsibilities | * Model integrity in decision-making situations * Assess personal needs prior to making a decision * Assess civic roles and responsibilities prior to making a decision |
|  | Distinguish among various social contexts and how they impact personal feelings. | * Analyze how various group dynamics affect one’s feelings * Analyze social situations to determine strategies to manage feelings and behavior | * Evaluate how individuals and groups may impact my feelings | Situate self in any social context as a means to determine a response. | * Respond with personal integrity in various social contexts * Apply teamwork and leadership skills in a work setting * Apply strategies to motivate, encourage, and build trust with others * Demonstrate a willingness to teach/assist others in order to improve a team | * Analyze a situation and react/respond in a professional and respectful manner * Demonstrate leadership skills when working on a team * Employ motivational strategies with others * Assess a team’s need and offer constructive feedback |
|  | Analyze various perspectives on a situation. | * Consider others’ points of view * Distinguish strategies others may use when framing a perspective * Explain how individual, societal and cultural differences may impact perspective | * Acknowledge the points of view of others and how they may differ from mine * Describe how my background and beliefs affect my perspective on a situation | Evaluate how societal conventions may influence the perspectives of individuals. | * Acknowledge diversity and respect cultural differences * Evaluate how societal and cultural norms and mores influence personal interactions * Evaluate the impact of diverse perspectives for the purpose of engaging others | * Respect diverse perspectives and respond objectively * Identify the social context of a situation and how they impact my behavior |