| 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
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|  | 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
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|  | 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
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| **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
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|  | 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
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|  | 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)
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|  | * 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
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| **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
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|  | 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
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|  | 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
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