



AGILE WORK PROFILER ©
ACTIVITY GUIDE
www.agilities.org



AGILITIES

ABOUT THE AGILE WORK PROFILER ©

The purpose of the Agile Work Profiler © is to provide career-seekers with useful, actionable information on career-related activities, which we refer to as Agilities.

When career-seekers complete the AWP©, a questionnaire to learn their top Agilities, they can discuss their results with a coach to get ideas for courses of study, selecting a major, and establishing long-term graduation, employment, and salary goals.

WHAT DOES THE AGILE WORK PROFILER (AWP) © DO?

- The AWP© shows you how your skills and interests are used in different occupations. This knowledge introduces you to a wide range of education and job opportunities to help you pick a direction and prepare for a rewarding career.
- Across all occupations, there are only 10 kinds of skills that you will use in any job in varying amounts. We call these Agilities. You can focus on the Agilities that you already have or WANT to develop for use at work. Understanding your Agilities makes it possible to grow more quickly in a job or change careers more confidently as new opportunities develop.
- Knowing your current Agilities is important because you are the CEO of YOU. It is your job to create a meaningful career with its unique pathway. Your choice of a career should give you the opportunity to seek out jobs, projects, training, and experiences that allow you to do your best work. Knowing your Agilities gives you confidence in your career direction and tells you more about yourself in “employment” language.

"EVERYTHING YOU WANT TO BE, YOU ALREADY ARE. YOU'RE SIMPLY ON THE PATH TO DISCOVERING IT."

- ALICIA KEYS, MUSICIAN

Agilities provide helpful information that can be used to identify career options based on what you do well, what you enjoy doing, and what is needed by employers.

Each career sector identified by the AWP© also lists education requirements, salary estimates, and demand in the local marketplace so you can use your Agilities to make smart career choices.

It is important to note that the order of your Agilities is not permanent and is not a determination of your career potential. You can change your career path through preparation and experience, such as enrolling in apprenticeship programs, earning a skill-based certificate or completing a degree.

This Activity Guide provides Students with 7 Easy Ways to Use Agilities to explore education and career plans.

Data for the tools in this Guide are provided by the US Bureau of Labor Statistics, Mid-America Regional Council, KC Rising, and JobsEQ.

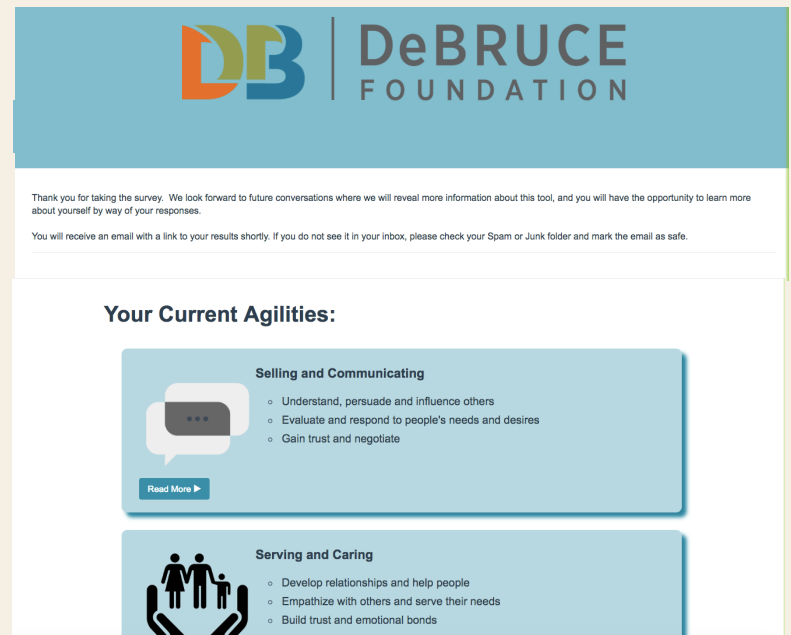
ACTIVITY QUICK GUIDE

1 *Take the Agile Work Profiler © online at agilities.org*

Answer questions about your interests and skills for the most popular job activities. When you finish, you'll get your personalized list of Agilities. A copy will be emailed to you.

You can seek out opportunities featuring any Agility, but you may find those that use your top Agilities come most easily to you.

TIP: WRITE DOWN YOUR AGILITIES RESULTS TO REFER TO THEM!



The 10 Agilities



2 *Pick the Agilities on which you want to focus*

Since Agilities are ranked by both your interests and your view of your skills, you might have an Agility you really want to develop that is not your top Agility today. That is fine! All Agilities can be developed and improved.

DISCUSSION QUESTIONS:

- WHAT ARE YOUR TOP 3 AGILITIES?
- WHICH EXPERIENCES IN YOUR LIFE USE YOUR AGILITIES?
- HOW DO THESE APPLY TO YOUR EDUCATION AND CAREER PLANS?

3

Check out Occupations featuring each Agility

Use the Occupation Explorer tool to look at career sectors and occupations that feature each Agility as #1. You might find great new career possibilities!

TIP: THE TOOLS ARE INTERACTIVE. CLICK THE SCREEN TO AUTOMATICALLY SORT RESULTS.

Sectors featuring each Agility



Occupation examples listed by #1 Agility

Sector	Occupation	Salary
	Gaming Dealers	\$19,000
Production	Chemical Plant and System Operato..	\$59,320
	Painters, Transportation Equipment	\$41,150
	Tire Builders	\$39,120
	Dental Laboratory Technicians	\$37,190
	Tool Grinders, Filers, and Sharpeners	\$35,550
	Medical Appliance Technicians	\$34,890
	Model Makers, Wood	\$33,590
	Electromechanical Equipment Asse..	\$33,580
	Foundry Mold and Coremakers	\$32,680
	Cabinetmakers and Bench Carpent..	\$32,270
	Upholsterers	\$32,020
	Coil Winders, Tapers, and Finishers	\$31,730
	Print Binding and Finishing Workers	\$30,260
	Painting, Coating, and Decorating ..	\$29,270
	Furniture Finishers	\$29,200
	Team Assemblers	\$29,080
	Food Batchmakers	\$26,950
	Cutters and Trimmers, Hand	\$26,820
	Tailors, Dressmakers, and Custom S..	\$25,830
	Slaughterers and Meat Packers	\$25,650
	Shoe Machine Operators and Tenders	\$25,190
	Bakers	\$24,170
	Sewers, Hand	\$23,640
	Shoe and Leather Workers and Repa..	\$23,630



Career sectors

Construction and Extraction	
Farming, Fishing and Forestry	
Food Preparation and Serving	
Healthcare Practitioners and Technical	
Healthcare Support Occupations	
Installation, Maintenance and Repair	
Legal	

DISCUSSION QUESTIONS:

- HOW WELL DO YOUR AGILITIES FIT WITH YOUR CURRENT CAREER IDEAS?
- ARE THERE OTHER OCCUPATIONS IN THAT SECTOR OR IN ANOTHER SECTOR THAT MIGHT INTEREST YOU OR PAY YOU MORE FOR USING YOUR FAVORITE SKILLS?



Look at which jobs are in demand in KC Metro

Look at a snapshot of recent KC Metro job openings to see which jobs were most in demand, and how much they pay.

TIP: YOU CAN SORT JOBS BY AGILITY BY CLICKING THAT CIRCLE.

of 2017 Job Openings
(KC Metro)

65,911

Median Annual Wage
(KC Metro)

\$55,416

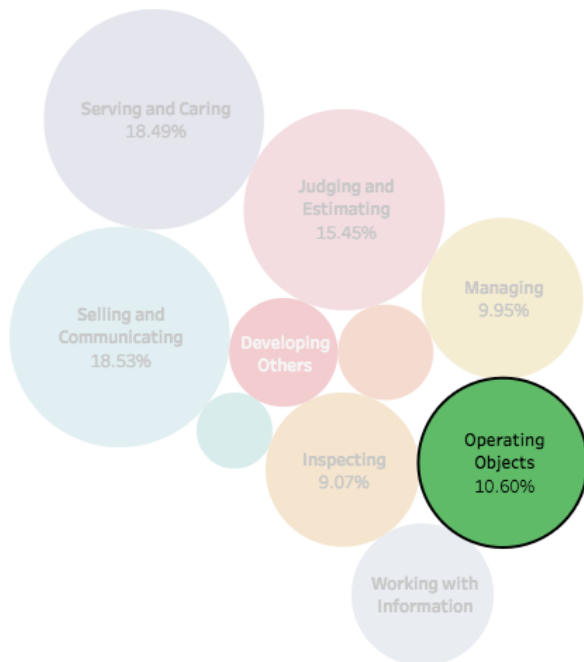
Avg Education

POST-SECONDARY CERTIFICATE

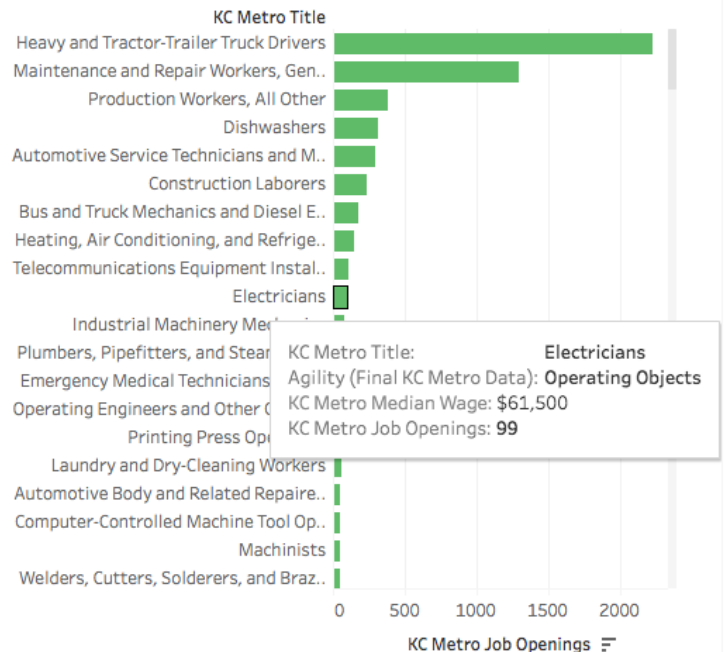
Median Annual Wage
(National)

\$50,028

Percentage of 2017 KC Metro Job Openings by Agility



Occupation by # of KC Metro Job Openings
(colored by Agility)



TIP: YOU CAN ALSO REFER TO THE WORD CLOUD AS WELL AS THE GRAPH.

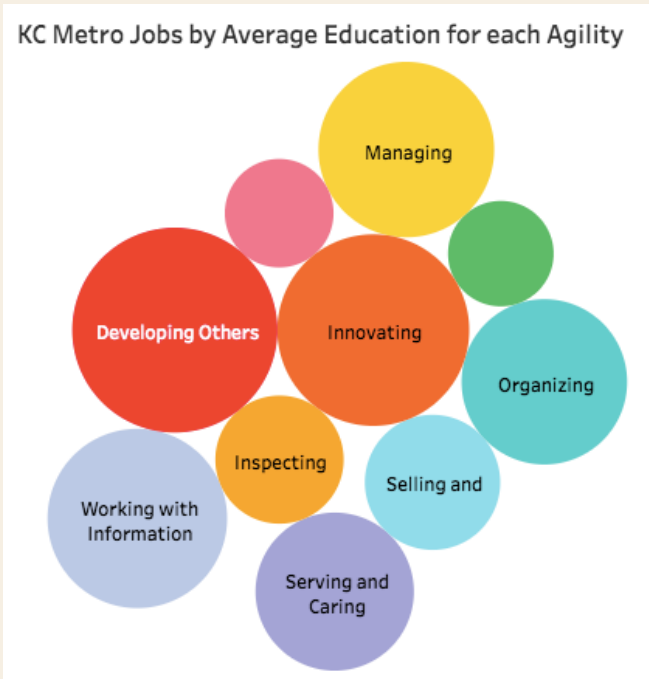


5

Compare typical education requirements

Each occupation lists typical education requirements. You can also look at education by Agility and career sector.

TIP: THE TYPICAL EDUCATION IS THE AVERAGE EDUCATION FOR THAT OCCUPATION. THERE WILL ALWAYS BE SUCCESSFUL PEOPLE IN AN OCCUPATION WITH MORE OR LESS EDUCATION. USE THE EDUCATION LISTED AS A STARTING POINT TO LEARN MORE.



Compensation is generally tied to the level of preparation. For example, compensation in non-trade careers is tied to classroom education but in trade careers it is tied to classroom education and on-the-job training.

How much Education does this career sector require?

Education and Library POST-BACCALAUREATE CERTIFICATE	Community and Social Service ASSOCIATE'S DEGREE (OR OTHER 2-YEAR DEGREE)	Architecture and Engineering SOME COLLEGE COURSES	Business and Financial SOME COLLEGE COURSES	Art, Design,
Healthcare Practitioners and Technical POST-BACCALAUREATE CERTIFICATE	Legal ASSOCIATE'S DEGREE (OR OTHER 2-YEAR DEGREE)	Support Occupations HIGH SCHOOL	HIGH SCHOOL DIPLOMA - OR THE	Office and Care and Service LESS THAN A HIGH
Life, Physical and Social Science BACHELOR'S DEGREE	Management SOME COLLEGE COURSES	Services HIGH SCHOOL DIPLOMA - OR	LESS THAN A HIGH SCHOOL	Fishing and Forestry
	Computer and Mathematical ASSOCIATE'S DEGREE (OR OTHER 2-YEAR DEGREE)	Installation, Maintenance and Repair HIGH SCHOOL	Grounds Cleaning and	Food

TIP: THE DARKER THE BOX, THE GREATER THE TYPICAL EDUCATION EXPECTED.

IF YOU CANNOT SEE ALL THE INFORMATION BECAUSE OF THE SIZE OF THE BOX, CLICK TO SEE THE FULL DESCRIPTIONS.

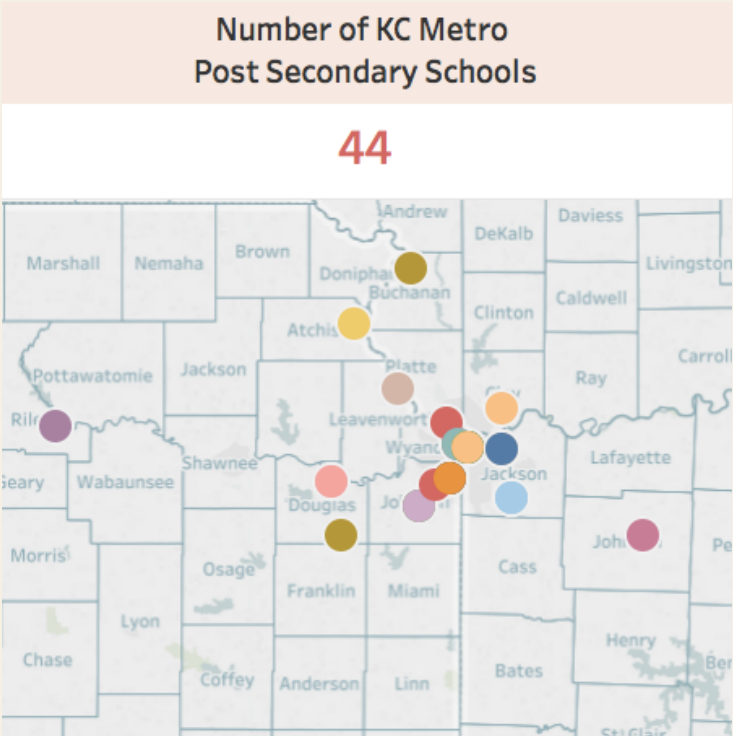


Get a snapshot of KC Metro education providers

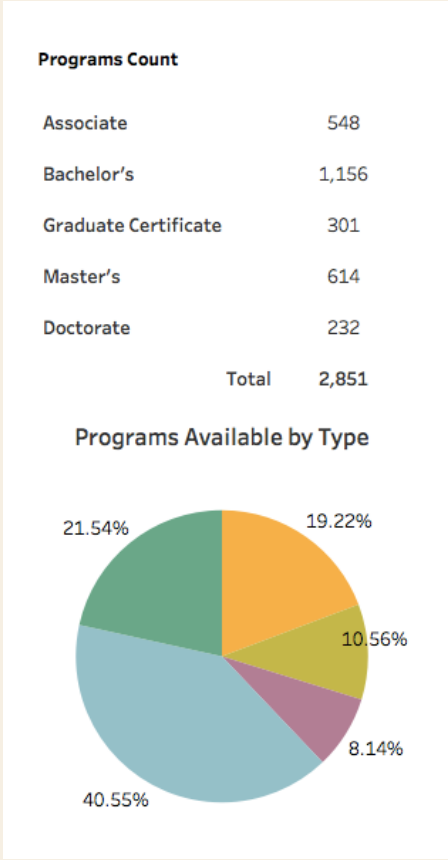
Check out examples of programs offered in the region. To see degree programs in other career sectors, contact any of these 40+ schools directly for more information.

TIP: THIS TOOL FEATURES SCHOOLS THAT ARE:

- PUBLIC
- PRIVATE NOT-FOR-PROFIT
- PRIVATE FOR-PROFIT



Programs by Institution					
	Associate	Bachelor's	Graduate Certificate	Master's	Doctorate
Avila University					
Baker University					
Benedictine College					
DeVry University-Missouri					
Donnelly College					
Grantham University					
Haskell Indian Nations University					
Johnson County Community College					
Kansas City Art Institute					
Kansas City Kansas Community Col..					
Kansas City University of Medicine..					
Kansas State University					
Lincoln University					
Metropolitan Community College..					
MidAmerica Nazarene University					
Missouri University of Science and ..					
Missouri Western State University					
National American University-Inde..					
National American University-Lee'..					
National American University-Ove..					
National American University-Zon..					
Ottawa University-Kansas City					
Park University					
Pinnacle Career Institute-Lawrence					
Pinnacle Career Institute-North Ka..					
Pinnacle Career Institute-South Ka..					
Pittsburg State University					



TIP: SEARCH BY INTEREST TO FIND SCHOOLS THAT OFFER PROGRAMS FROM ASSOCIATE TO PHD IN THE REGION.



Use the Agilities Decoder to see the 10 ranked Agilities of individual occupations

Agilities are like the DNA of a job. Every job is made up of all 10, but with different emphasis on each Agility. Pick an occupation to see all 10 of its Agilities in order.

Agility Decoder

Pick an occupation or type one into the search bar to see that occupation's list of ranked Agilities.

Choose Title

Electrical Engineers

Electrical Engineers

		National Median Wage	KC Metro Median Wage	Typical Education
1	Working with Information			
2	Innovating	\$93,010	\$95,300	Bachelor's
3	Operating Objects	<div>Description</div> Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use.		
4	Selling and Communicating			
5	Organizing			
6	Managing			
7	Developing Others	<div>Detailed Work Activities</div> <div>Confer with technical personnel to prepare designs or operational plans.</div> <div>Create electrical schematics.</div> <div>Design alternative energy systems.</div> <div>Design electrical equipment or systems.</div> <div>Design energy production or management equipment or systems.</div>		
8	Inspecting			
9	Judging and Estimating			
10	Serving and Caring			
		<div>Alternate Titles</div>	<div>Automation Engineer</div> <div>Cable Engineer</div> <div>Circuits Engineer</div> <div>Controls Engineer</div>	

TIP: USE THE ALTERNATE TITLE SHOWN IN JOB SEARCH SITES TO FIND CURRENT JOB OPENINGS AND LEARN MORE.

You can also compare three occupations to see how they differ.

Compare Agilities Across Occupations

Pick occupations or type them into the search bar.

Occupation

Civil Drafters

Occupation

Civil Engineering Technicians

Occupation

Civil Engineers

1	Inspecting	1	Inspecting	1	Managing
2	Working with Information	2	Working with Information	2	Selling and Communicating
3	Innovating	3	Organizing	3	Innovating
4	Selling and Communicating	4	Selling and Communicating	4	Organizing
5	Operating Objects	5	Operating Objects	5	Developing Others
6	Organizing	6	Managing	6	Working with Information
7	Developing Others	7	Innovating	7	Inspecting
8	Managing	8	Judging and Estimating	8	Judging and Estimating
9	Serving and Caring	9	Developing Others	9	Operating Objects
10	Judging and Estimating	10	Serving and Caring	10	Serving and Caring

- DISCUSSION QUESTIONS:
- WHAT STANDS OUT FOR YOU ABOUT THE OCCUPATIONS YOU RESEARCHED?
 - WHICH NEW OCCUPATIONS MIGHT YOU CONSIDER FURTHER?



EXAMPLE NAME: LILA AGE: TEEN HIGH SCHOOL STUDENT

Lila is a graduating high school senior. She is currently working part-time jobs at a tanning salon and a pizza restaurant. Lila is saving for college with an eye towards an accounting career but is open to options.

Lila's Top 3 Agilities in order are:

1. Managing
2. Judging and Estimating
3. Working with Information

Example: early career exploration

Agilities

Looking at her Agilities, Lila may start to see herself differently: as someone with MANY potential career opportunities.



Mentor, coach, teach and evaluate, provide others with opportunities to learn, encourage people to improve knowledge and skills.	Find unique ways to solve problems, create new applications or repurpose existing solutions, develop novel strategies to implement and execute plans.	Improve quality, safety or effectiveness, evaluate activities, processes and outputs to meet standards, maintain consistency with rules and regulations.	Assess materials, conditions and surroundings, estimate the quality and value of products, services or people's contributions, determine resources needed to accomplish goals.
Build teams, coordinate others' work, set goals and drive results.		Understand, persuade and influence others, evaluate and respond to people's needs and desires, gain trust and negotiate.	Develop relationships and help people, empathize with others and serve their needs, build trust and emotional bonds.
Operate, repair and build machines and tools, perform tasks that require physical strength and coordination, work with your hands.			
Specify and prioritize tasks, manage resources to carry out work, pay attention to details and accurately maintain information and records.		Analyze and interpret data, collect store and manage information, develop, operate and/or maintain information technology tools.	

Expand Options

Lila will be familiar with family and friends' occupations. But she likely does not know about many other career paths that could be a great fit for her. Agilities can help expand her sense of opportunity.

Occupation examples listed by #1 Agility

Sector	Occupation	
Architecture and Engineering	Petroleum Engineers	\$129,990
	Environmental Engineers	\$84,560
	Civil Engineers	\$82,220
	Architects, Except Landscape and N..	\$76,100
	Surveyors	\$58,020
Art, Design, Entertainme..	Fashion Designers	\$63,670
Business and Financial	Logisticians	\$74,260
	Human Resources Specialists	\$58,350
	Meeting, Convention, and Event Pla..	\$46,840
Food Preparation and Ser..	Chefs and Head Cooks	\$41,500
Healthcare Practitioners and Technical	Dentists, General	\$152,700
	Prosthodontists	\$119,740
	Chiropractors	\$64,440
	Orthotists and Prosthetists	\$64,430
	Oral and Maxillofacial Surgeons	
	Orthodontists	
Life, Physical and Social Science	Urban and Regional Planners	\$68,220
	Food Scientists and Technologists	\$65,840
	Survey Researchers	\$53,920
Management	Chief Executives	\$175,110
	Computer and Information Systems ..	\$131,600
	Compensation and Benefits Manage..	\$111,430
	Purchasing Managers	\$108,120
	Human Resources Managers	\$104,440



Career sectors

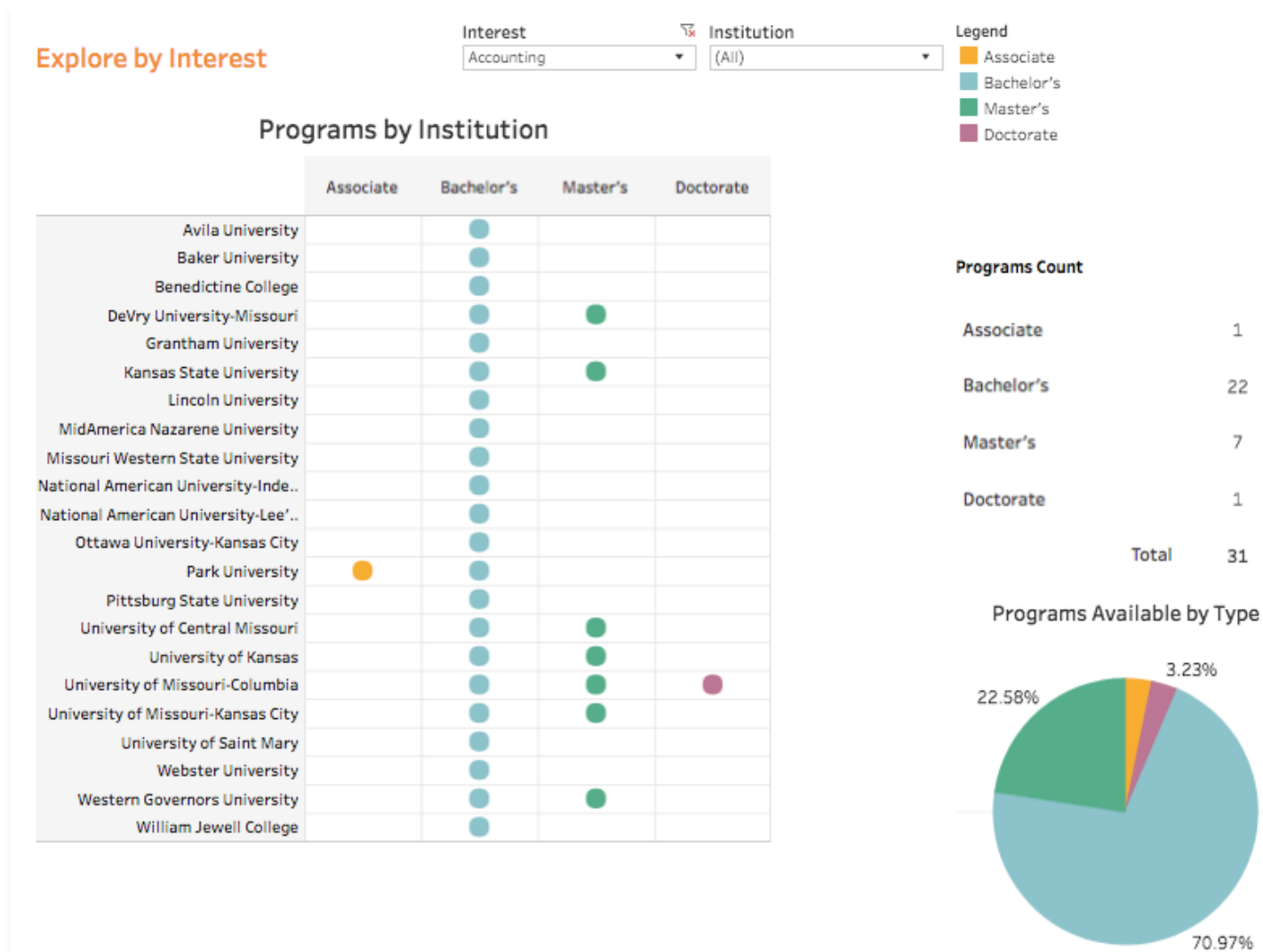
Architecture and Engineering	●
Art, Design, Entertainment, Sports, Media	●
Building, Grounds Cleaning and Maintenance	●
Business and Financial	●
Food Preparation and Serving	●
Healthcare Practitioners and Technical	●

Retail experience plus an interest in accounting may be the perfect start to a career in Purchasing.

Discovering the wider variety of occupations that need your Agilities can be inspiring!

Get Training

There are so many education resources in the KC Metro area! Lila can explore Accounting programs that offer training ranging from Associate to PhD. The programs may even come with company-sponsored internships and direct job opportunities.



Lila can now learn more about each program.

TIP: YOU CAN ALSO CHECK OUT TRAINING PROGRAMS AND APPRENTICESHIPS BEYOND UNIVERSITIES AND COLLEGE OFFERINGS.

Local Options

With so many options, Lila can probably find a program located close to where she wants to work and live.

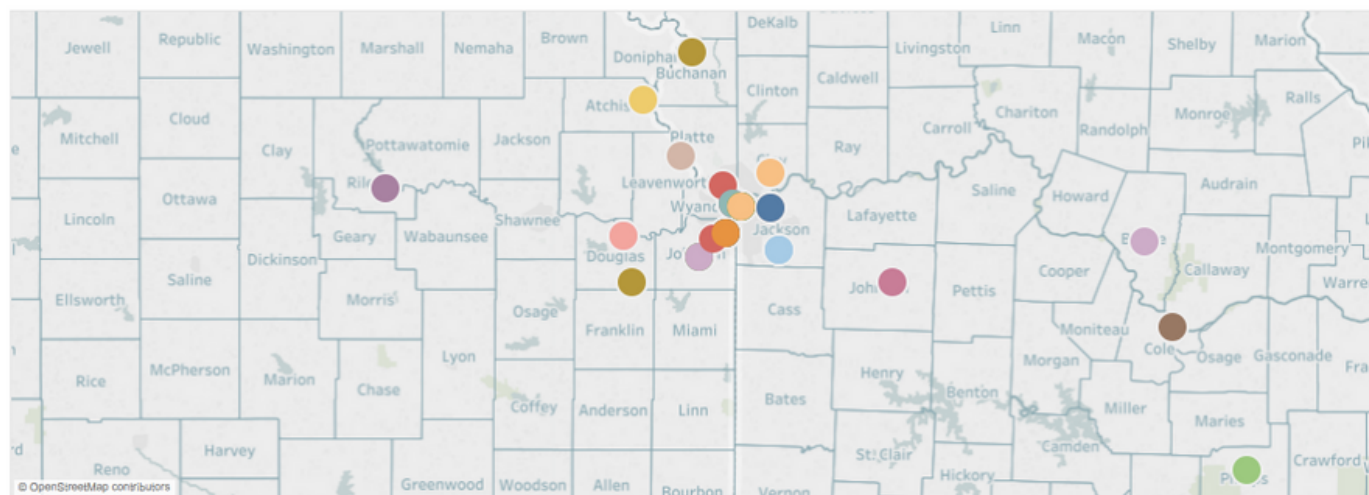
KC Metro Post Secondary School Map

Number of KC Metro
Post Secondary Schools

44

of KC Metro
Programs Offered

2,851



School

National American University I..	Donnelly College	Lincoln University	National American University	University of Kansas Edwards C..
National American University L..	Grantham University	Metropolitan Community Colle..	National American University Z..	University of Missouri — Colum..
National American University ..	Haskell Indian Nations Universi..	Metropolitan Community Colle..	Ottawa University-Kansas City	University of Missouri — Kansa..
Pinnacle Career Institute North..	Johnson County Community Col..	Metropolitan Community Colle..	Park University	University of Saint Mary
South Kansas City	Kansas City Art Institute	Metropolitan Community Colle..	Pinnacle Career Institute	Vatterott College — Kansas City
Avila University	Kansas City Kansas Community ..	MidAmerica Nazarene University	Pittsburg State University	Webster University
Baker University	Kansas City University of Medic..	Missouri University of Science ..	Rockhurst University	Western Governors University ..
Benedictine College	Kansas State University	Missouri Western State Univer..	University of Central Missouri	William Jewell College
DeVry University	Kansas State University Olathe ..		University of Kansas	

Source: Mid-America Regional Council

TIP: EDUCATION OPTIONS RANGE WIDELY IN COST, GRADUATION RATES, AND PLACEMENT SUCCESS. SHOP SMART TO FIND A GOOD FIT!

FOR MORE ABOUT AGILITIES, VISIT WWW.AGILITIES.ORG

The DeBruce Foundation was established by Kansas City business and civic leader Paul DeBruce. The Foundation's mission is to develop initiatives and technologies that improve workforce readiness in the greater Kansas City area and create a model for national impact.

Data for the tools described in this guide come from:

- The United States Bureau of Labor Statistics
- Mid-America Regional Council and JobsEQ
- KC Rising
- Integrated Postsecondary Education Data System



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