

AGILITIES



CHANGING HOW PEOPLE PURSUE CAREERS

Welcome and thank you for your interest in improving your education and career options! This document contains profiles of people across a wide range of ages, situations, and career goals. Reviewing their stories will help you see the value of learning about your own Agilities.

To get started on your journey and use the tools pictured in this guide, start by taking the Agile Work Profiler at www.agilities.org.

Career Examples
Library

www.agilities.org



NAME: LILA
AGE: TEEN
HIGH SCHOOL
STUDENT

Example: early career exploration

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

Expand Options


Lila will know about 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 wide variety of occupations that need your Agilities can be inspiring!



NAME: TIM

AGE: 20'S

LAWYER

*Example: Increasing success
and satisfaction in current career*

Tim is establishing a law practice in his 20's. He is not looking for a career change, but is curious about how to stay interested and not burn out.

Tim's Top Agilities in order are:

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

1. Have an Aha!

Looking at his Agilities, Tim may realize that there are aspects of his work he is not focusing on that he might really enjoy.



Agilities descriptions

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	

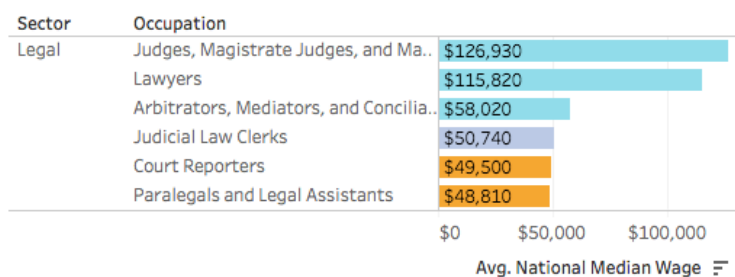
2. Is law a good fit?

How do the top Agilities of legal careers compare to other careers?

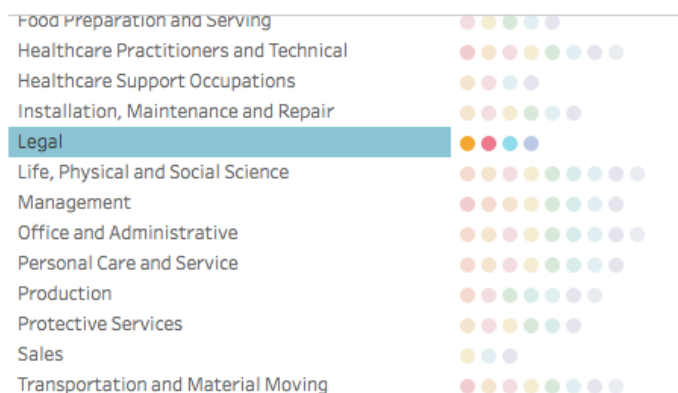


Yes! Tim is using some of his top Agilities in a profession that values them, that's a good fit.

Occupation examples listed by #1 Agility



Career sectors

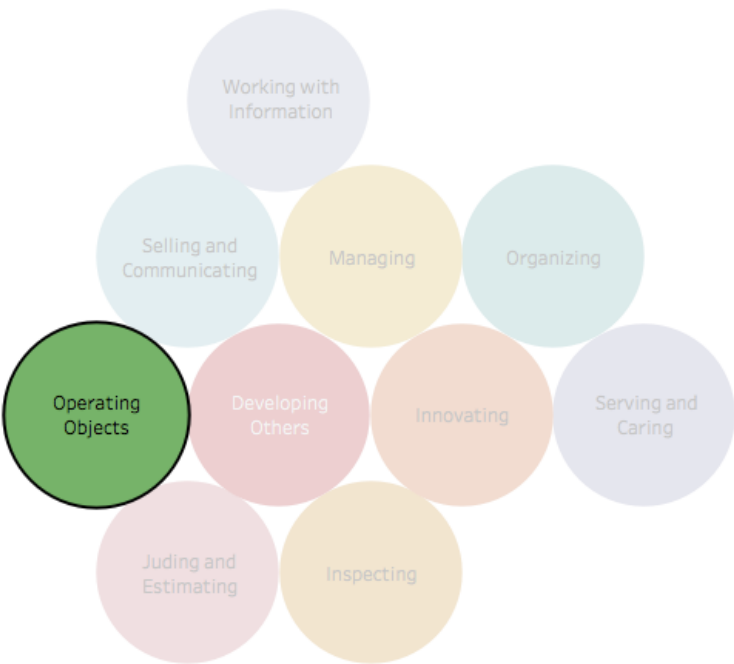


3. See an opportunity

Because Tim enjoys jobs that have a more hands-on aspect, he might love working with clients whose specialities are within the construction, science, or manufacturing fields.

Looking for new career ideas?

Click on an Agility to see specific occupation examples. On the next page, find out what's in demand in KC Metro.



Architecture and Engineering	●
Art, Design, Entertainment, Sports, Media	●
Construction and Extraction	●
Education and Library	●
Farming, Fishing and Forestry	●
Food Preparation and Serving	●
Healthcare Practitioners and Technical	●
Installation, Maintenance and Repair	●
Life, Physical and Social Science	●
Management	●
Office and Administrative	●
Personal Care and Service	●
Production	●
Protective Services	●
Transportation and Material Moving	●

Tim could also look up professions that involve operation of objects and machinery and seek out new clients in those industries that could use his services.

Occupation examples listed by #1 Agility

Sector	Occupation	
Architecture and Engineering	Robotics Engineers	\$95,900
	Aerospace Engineering and Operations Technicians	\$66,180
	Electromechanical Engineering Technologists	\$61,260
	Electronics Engineering Technologists	\$61,260
	Manufacturing Production Technicians	\$61,260
	Mechanical Engineering Technologists	\$61,260
	Nanotechnology Engineering Technicians	\$61,260
		National Median Wage

It's a win-win for businesses and for Ted.



NAME: CARLOS

AGE: 20'S

VETERAN

Example: career transition

In six weeks Carlos will be completing his Army service and is looking for a career in a growing industry, with good pay and the opportunity for advancement.

He entered the Army six weeks after graduating from high school because he was not sure what he wanted to do.

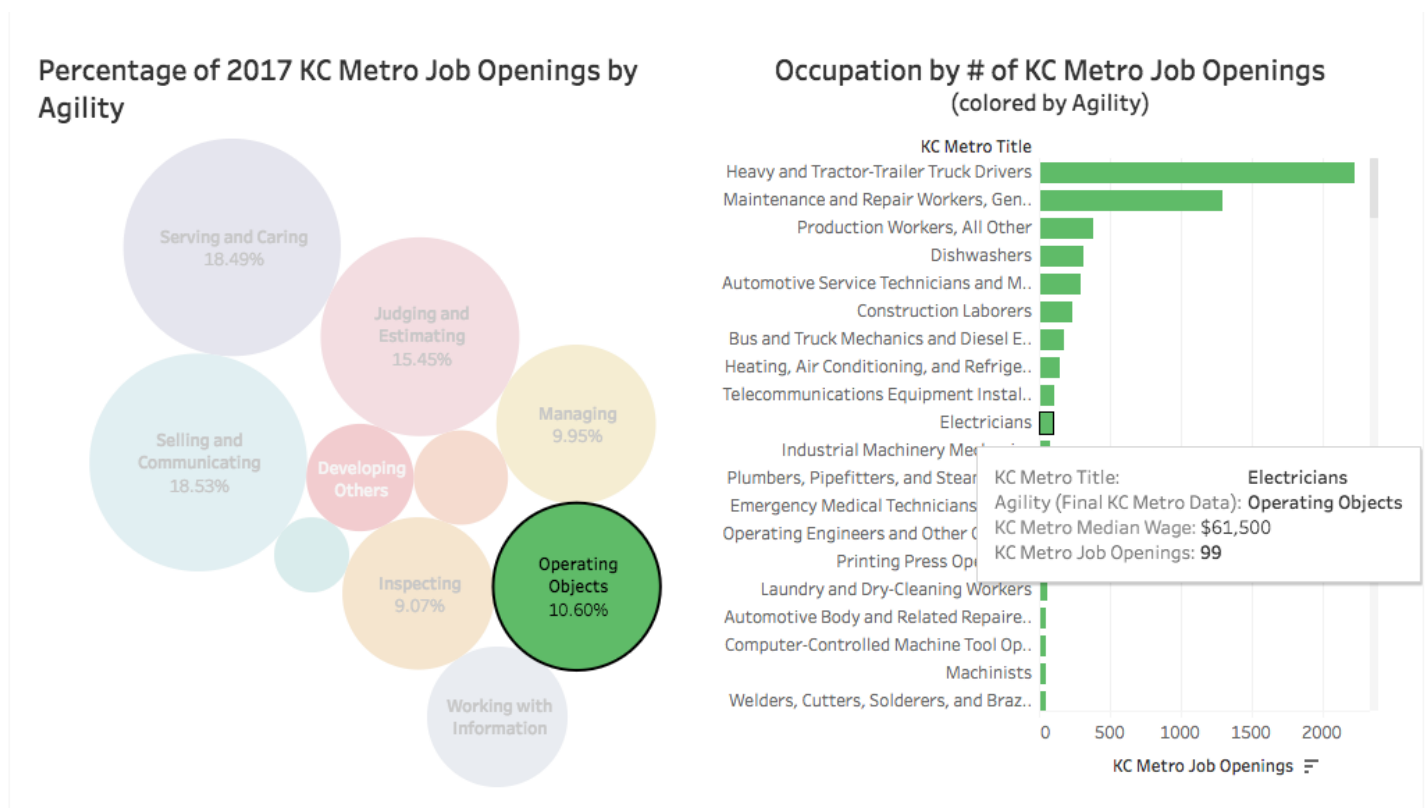
In the Army, Carlos was assigned to a combat battalion and needs guidance in figuring out which of his skills he can apply to careers in the civilian workforce.

Top Agility: Operating Objects

Achieve fast income growth

Carlos made \$24,000 a year in the Army. He's used to the discipline and structure of the Army, and has great communication and problem-solving skills.

Carlos also enjoyed the physical requirements of his work. A friend from his combat unit is becoming an Electrician. Could that be a good fit?



Electricians earn an average of \$61,500 a year in Kansas City and are in high demand. Electrician Helpers earn an average of \$32,000 a year and are provided apprenticeships to become Electricians in 3 years.

Carlos has the opportunity to become an Electrician which would increase his Army salary 33% immediately and over 250% in three years by using his top Agility.



NAME: MANDY

AGE: 20'S

FAST FOOD

WORKER

Example: a new chapter

Mandy dropped out of high school because it was too confining and purposeless. She enjoyed hanging out with her crew because they played video games, her real love, almost every day.

Mandy was with her friends when they were charged with dealing drugs. She was convicted as an accomplice and sentenced to 3-5 years in prison. Mandy was paroled after two years but is not welcome at home. She is on her own for the first time in her life working at a fast food restaurant. She needs a career path to get her life on track.

Top Agility: Innovating

Follow an interest

Mandy loves videogames. Her top Agility is Innovating, which may explain her frustration with school, and the desire to try new things.

Occupation examples listed by #1 Agility

Sector	Occupation	
Architecture and Engineering	Materials Engineers	\$91,310
	Biomedical Engineers	\$86,220
	Mechanical Engineers	\$83,590
	Mechanical Drafters	\$53,520
Art, Design, Entertainment, Sports, Media	Art Directors	\$89,760
	Commercial and Industrial Designers	\$67,130
	Multimedia Artists and Animators	\$63,970
	Film and Video Editors	\$61,750
	Editors	\$56,010
	Sound Engineering Technicians	\$53,330
	Set and Exhibit Designers	\$49,530
	Graphic Designers	\$46,900
	Craft Artists	\$30,720
Computer and Mathematical	Mathematicians	\$111,110
	Software Developers, Systems Soft..	\$105,570
	Computer Network Architects	\$100,240
	Software Developers, Applications	\$98,260
	Computer Systems Analysts	\$85,800
	Computer Programmers	\$79,530
	Operations Research Analysts	\$78,630
Education and Library	Web Developers	\$64,970
	Engineering Teachers, Postseconda..	\$95,060
	Physics Teachers, Postsecondary	\$82,840
	Political Science Teachers, Postseco..	\$76,370
	Geography Teachers, Postsecondary	\$75,400
	Business Teachers, Postsecondary	\$75,370
	Biological Science Teachers, Postse..	\$75,320
	Chemistry Teachers, Postsecondary	\$75,060



Career sectors

Architecture and Engineering	●
Art, Design, Entertainment, Sports, Media	●
Computer and Mathematical	●
Education and Library	●
Life, Physical and Social Science	●
Management	●
Office and Administrative	●
Personal Care and Service	●
Production	●

One possibility for Mandy is to follow her love of videogames. She can train to be a Graphic Designer and Editor while learning to be a Multimedia Artist and Animator. Her fast food job may even fund it and encourage her.

She can also freelance to make extra money and build her portfolio.

Art, Design, Entertainment, Sports, Media	Art Directors	\$89,760
	Commercial and Industrial Designers	\$67,130
	Multimedia Artists and Animators	\$63,970
	Film and Video Editors	\$61,750
	Editors	\$56,010
	Sound Engineering Technicians	\$53,330
	Set and Exhibit Designers	\$49,530
	Graphic Designers	\$46,900
	Craft Artists	\$30,720



NAME: TABITHA

AGE: 30'S

ADMINISTRATIVE ASSISTANT AND STUDENT

*Example: balancing
responsibilities and career growth*

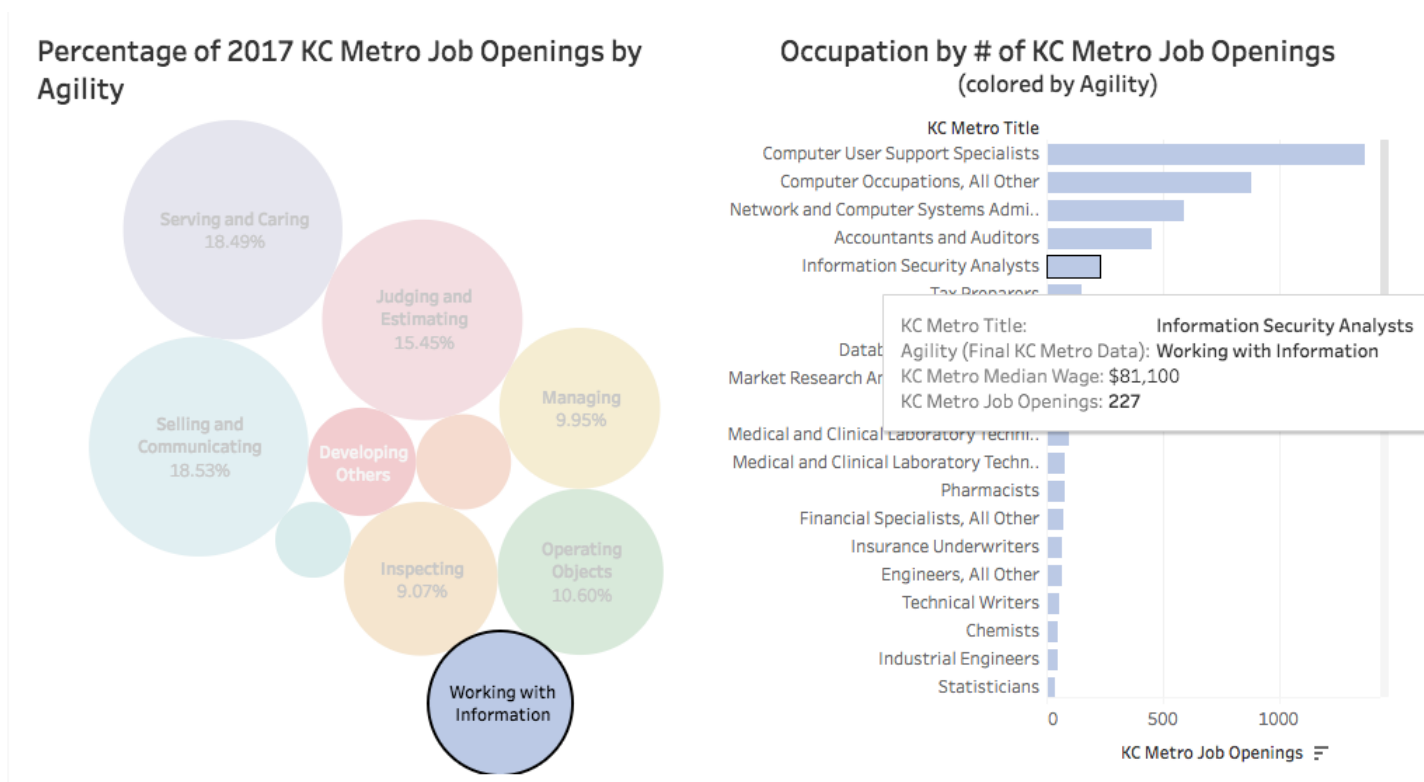
Since Tabitha's son Joseph was born, she has struggled to make ends meet. It was not easy for a single mother to get ahead, but after six years she has made real headway and has a two bedroom apartment and a car.

Tabitha works as an assistant in a local university where she collects data and compiles reports. She really wants to get into the technology end of data collection so that she can create a better life for her son and herself.

Tabitha's top Agility:
Working with Information

Find a Path

The university where Tabitha works offers many programs at no cost to employees. What she needs is to identify a specific career pathway so she can move forward. Let's look for careers that feature her top Agility, Working with Information.



Start by looking locally at occupations featuring Working with Information that are in demand, and how much they pay on average.

Tabitha likes data, but is less interested in accounting. Of the most popular information jobs in KC Metro, Information Security Analyst, makes one of the top salaries. That looks interesting.

Keep it flexible

Looking nationally at all career sectors with occupations that feature Working with Information as their #1 Agility, Security Analyst still looks good. It doesn't require a science or business degree.

Occupation examples listed by #1 Agility

Sector	Occupation	
Architecture and Engineering	Computer Hardware Engineers	\$111,730
	Aerospace Engineers	\$107,830
	Nuclear Engineers	\$102,950
	Electronics Engineers, Except Comp..	\$98,270
	Chemical Engineers	\$97,360
	Electrical Engineers	\$93,010
	Industrial Engineers	\$83,470
	Cartographers and Photogrammetri..	\$61,880
Art, Design, Entertainme..	Technical Writers	\$70,240
Business and Financial	Budget Analysts	\$71,590
	Insurance Underwriters	\$65,040
	Tax Preparers	\$36,450
Computer and Mathematical	Actuaries	\$97,070
	Information Security Analysts	\$90,120
	Database Administrators	\$81,710
	Statisticians	\$80,110
	Computer Network Support Speciali..	\$62,250
	Computer User Support Specialists	\$48,620
	Mathematical Technicians	\$46,600
Healthcare Practitioners and Technical	Pharmacists	\$121,500
	Occupational Health and Safety Tec..	\$48,070
Legal	Judicial Law Clerks	\$50,740
Life, Physical and Social Science	Political Scientists	\$99,730
	Economists	\$99,180
	Atmospheric and Space Scientists	\$89,820
	Hydrologists	\$79,550
	Geographers	\$74,260
	Sociologists	\$73,760



Career sectors

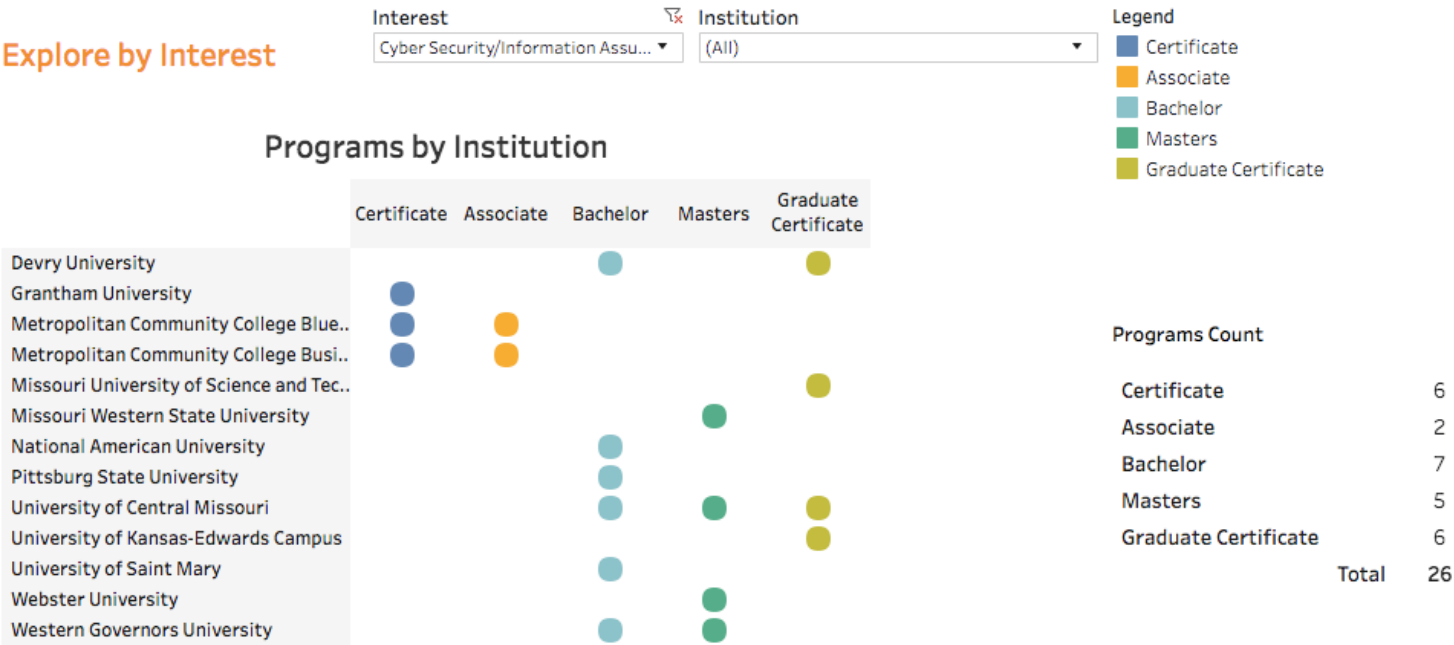
Architecture and Engineering	●
Art, Design, Entertainment, Sports, Media	●
Business and Financial	●
Computer and Mathematical	●
Healthcare Practitioners and Technical	●
Legal	●
Life, Physical and Social Science	●
Office and Administrative	●
Production	●
Transportation and Material Moving	●

And there are several related jobs she can do as a Database Administrator or Network Specialist if she decides she doesn't like Information Security as much. Great! So...how do you become one?

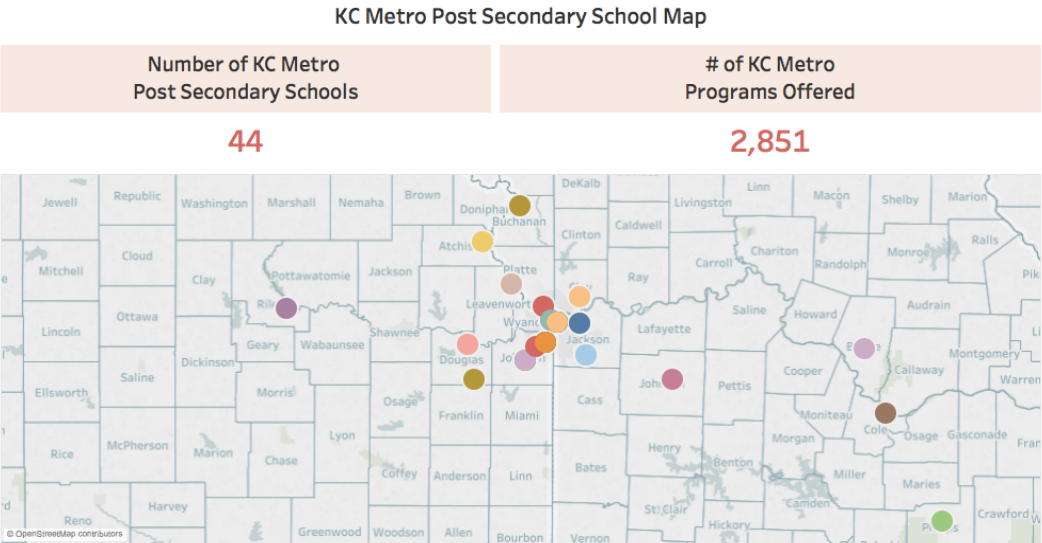
Computer and Mathematical	Actuaries	\$97,070
	Information Security Analysts	\$90,120
	Database Administrators	\$81,710
	Statisticians	\$80,110
	Computer Network Support Speciali..	\$62,250
	Computer User Support Specialists	\$48,620
	Mathematical Technicians	\$46,600

Get Training

Wow, there are so many learning resources in KCMetro! Tabitha can explore Information Security programs that offer degrees from certificates to masters degrees. They may even come with company-sponsored internships and direct job opportunities.



With so many options she can probably find a program near home and work.





NAME: JOHN AGE: 30'S SUPPORTING A FAMILY

Example: career purpose

John always liked building things with his hands but went to college because his parents had convinced him that he had to go to college to get a good job. After two years, he dropped out of college and got a job in home store retail. He met Beth and they had two children early in their marriage, one of whom has special needs. John realized that he needs to find a new career that allows him to support his growing family.

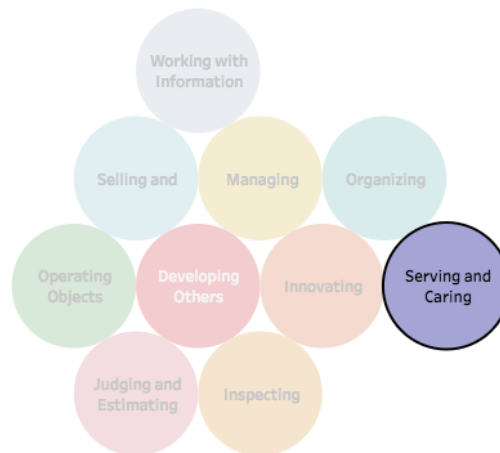
Top Agility: Serving and Caring

Get Paid Well for Your Agility

John is currently making \$37,500 at the home repair store. Many of the occupations featuring Serving and Caring as the #1 Agility pay less than this. Occupational therapy appeals to John after meeting families with special needs adults and thinking of his own son.

Occupation examples listed by #1 Agility

Sector	Occupation	
Food Preparation and Ser..	Waiters and Waitresses	\$19,250
Healthcare Practitioners and Technical	Family and General Practitioners	\$184,390
	Pediatricians, General	\$170,300
	Nurse Anesthetists	\$157,140
	Podiatrists	\$119,340
	Optometrists	\$103,900
	Nurse Practitioners	\$98,190
	Physician Assistants	\$98,180
	Nurse Midwives	\$92,510
	Veterinarians	\$88,490
	Physical Therapists	\$84,020
	Occupational Therapists	\$80,150
	Audiologists	\$74,890
	Speech-Language Pathologists	\$73,410
	Nuclear Medicine Technologists	\$73,360
	Dental Hygienists	\$72,330
	Genetic Counselors	\$72,090
	Diagnostic Medical Sonographers	\$68,970
	Magnetic Resonance Imaging Techn..	\$67,720
	Registered Nurses	\$67,490
	Respiratory Therapists	\$57,790
	Radiologic Technologists	\$56,670
	Respiratory Therapy Technicians	\$48,490
	Exercise Physiologists	\$47,010
	Athletic Trainers	\$44,670
	Surgical Technologists	\$44,330
	Ophthalmic Medical Technicians	\$35,350
	Veterinary Technologists and Techn..	\$31,800



Career sectors

Art, Design, Entertainment, Sports, Media	●
Building, Grounds Cleaning and Maintenance	●
Business and Financial	●
Community and Social Service	●
Education and Library	●
Farming, Fishing and Forestry	●
Food Preparation and Serving	●
Healthcare Practitioners and Technical	●
Healthcare Support Occupations	●
Installation, Maintenance and Repair	●

Even better, John finds that being an Occupation Therapy Assistant in KC Metro takes two years to train for and pays \$56,800. And Occupational Therapists make over \$75,000. John has a path to double his income in just a few years doing something he really cares about.

Agilities can provide direction at different career stages. These three professionals all have the same top Agility: Selling and Communicating.

3 CAREER STAGES

K A R I

An English and film major completing her undergraduate degree in her early 20's, Kari is interested in launching her career with entry level opportunities. She's willing to make less if it means she can get more experience and opportunities to travel.

A R I E L

Now in her 40's, Ariel has worked in large companies and a small marketing firm. She is looking for an opportunity to relaunch her career using her marketing skills in an environment where she can lead a team to reach sales goals.

R U B E N

After a successful career as a business professor and environmental investor, in his 60's Ruben is looking to retirement and looking for scientists to mentor. He wants to mentor those in demand and on the cutting edge.



1. Get perspective

Different career sectors really do feature different Agilities, check it out!

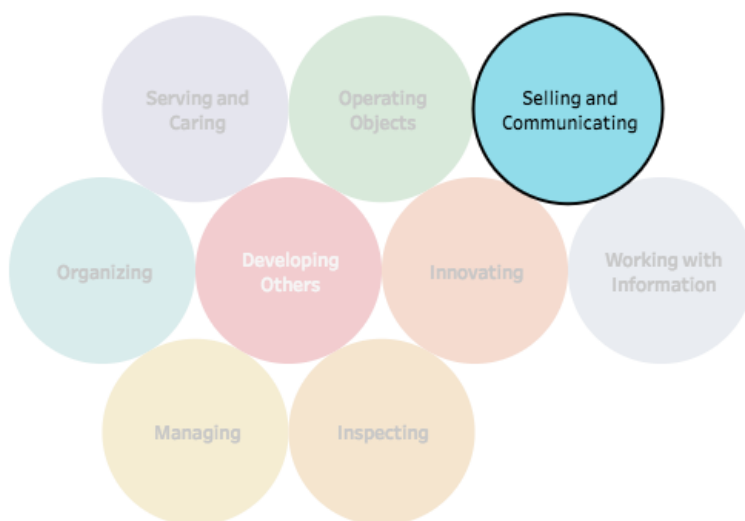


Architecture and Engineering	●●●●●●●●
Art, Design, Entertainment, Sports, Media	●●●●●●●●●●●●●●
Building, Grounds Cleaning and Maintenance	●●●●●●●●
Business and Financial	●●●●●●●●●●
Community and Social Service	●●●●●●●●
Computer and Mathematical	●●●●●●●●●●
Construction and Extraction	●●●●●●●●
Education and Library	●●●●●●●●●●
Farming, Fishing and Forestry	●●●●●●●●●●
Food Preparation and Serving	●●●●●●●●●●
Healthcare Practitioners and Technical	●●●●●●●●●●●●●●
Healthcare Support Occupations	●●●●●●●●●●
Installation, Maintenance and Repair	●●●●●●●●●●
Legal	●●●●●●●●
Life, Physical and Social Science	●●●●●●●●●●●●●●
Management	●●●●●●●●●●●●●●
Office and Administrative	●●●●●●●●●●●●●●
Personal Care and Service	●●●●●●●●●●●●●●
Production	●●●●●●●●●●●●●●
Protective Services	●●●●●●●●●●●●●●
Sales	●●●●●●●●●●
Transportation and Material Moving	●●●●●●●●●●●●●●

Where could these three use their Selling and Communicating Agilities? Start with these.

Looking for new career ideas?

Click on an Agility to see specific occupation examples. On the next page, find out what's in demand in KC Metro.



Architecture and Engineering	●
Art, Design, Entertainment, Sports, Media	●
Business and Financial	●
Computer and Mathematical	●
Farming, Fishing and Forestry	●
Food Preparation and Serving	●
Healthcare Practitioners and Technical	●
Healthcare Support Occupations	●
Installation, Maintenance and Repair	●
Legal	●
Life, Physical and Social Science	●
Management	●
Office and Administrative	●
Personal Care and Service	●
Production	●
Sales	●
Transportation and Material Moving	●

2. Income

Within your interests, look into occupations and median wage.

Occupation examples listed by #1 Agility

Sector	Occupation	
Life, Physical and Social Science	Industrial-Organizational Psychologists	\$77,350
	Transportation Planners	\$76,380
	Climate Change Analysts	\$67,460
	Soil and Water Conservationists	\$61,110
	Environmental Science and Protection Techn	\$43,030
Management	Marketing Managers	\$128,750
	Water Resource Specialists	\$120,160
	Sales Managers	\$113,860
	Wind Energy Project Managers	\$104,850
	Public Relations and Fundraising Managers	\$100,140
Office and Administrative	Post Office Service Clerks	\$56,790
	Brokerage Clerks	\$48,180
	Loan Interviewers and Clerks	\$37,710
	Credit Checkers	\$35,280
	New Accounts Clerks	\$34,880
	Customer Service Representatives	\$31,720
	Interviewers, Except Eligibility and Loan	\$31,410
	Stock Clerks, Sales Floor	\$23,220
	Hotel, Motel, and Resort Desk Clerks	\$21,040
Personal Care and Service	Gaming Supervisors	\$49,730
	Travel Guides	\$34,180
	Hairdressers, Hairstylists, and Cosmetolog	\$23,660
	Manicurists and Pedicurists	\$20,820
Production	Jewelers	\$37,060
	Butchers and Meat Cutters	\$29,130

National Median Wage



Some occupations are a better fit than others for each person's goals.

3. Get Prepared

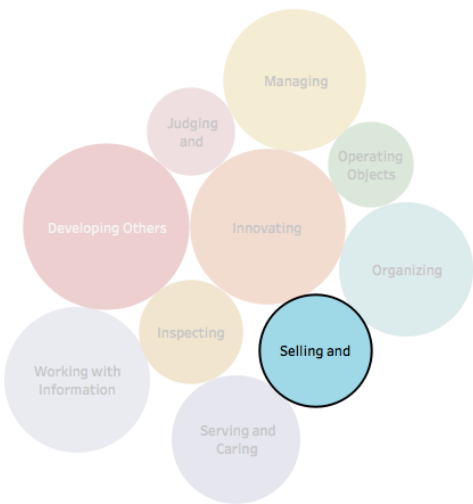
If you are launching or relaunching a career, you may need new education or training. Take a peek at the education estimates across career sectors for your top Agility.

How much Education does each career sector require on average?

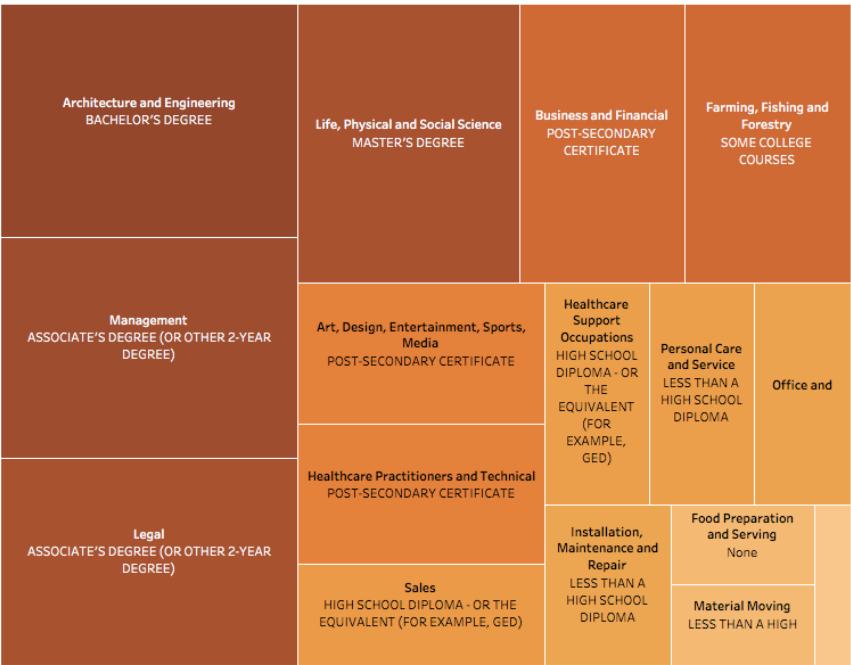
Avg Education

HIGH SCHOOL DIPLOMA - OR THE EQUIVALENT (FOR EXAMPLE, GED)

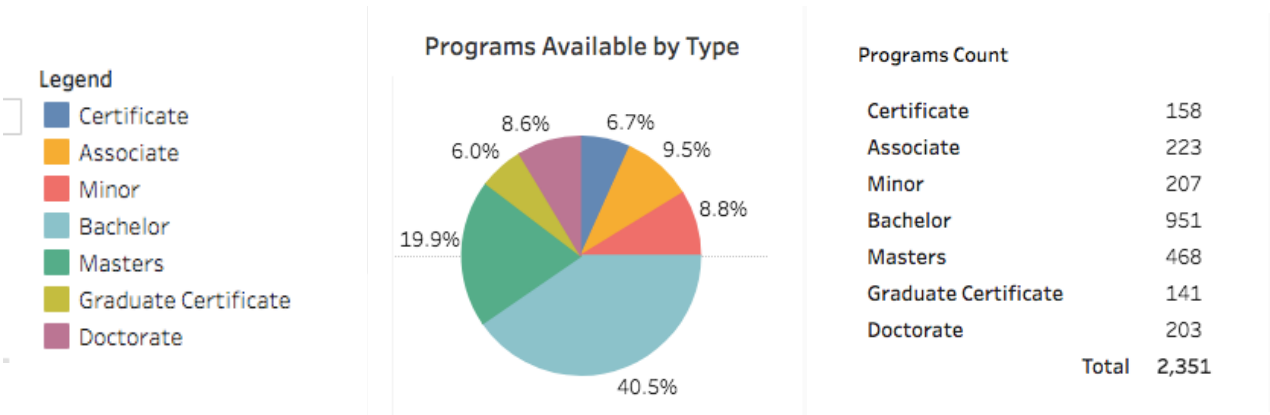
KC Metro Jobs by Average Education for each Agility



How much Education does this career sector require?



As quick reference, you can see the many local education resources available.



Companies, industries and occupations change. Agilities can help you find new ways to use similar skills. Consider these three professionals with a top Agility of Developing Others.

NAVIGATING CHANGE

S A M

This college student advisor is in his 30's and enjoys helping people consider careers and jobs, but his job doesn't pay as much as he would like to make. What are some related options?



A R T H U R

Arthur loved his job recruiting college graduates for his company...but then his company relocated out of town. He is in his 30's and knows this next move in his career is an important one.



M O N I C A

As an HR professional in healthcare, Monica, in her 50's, is glad she moved on from a nursing career to her current role. She is able to help staff an area of the hospital that she knows well and sees a promising future ahead.



What kinds of opportunities featuring Developing Others were available locally last year? We see over 2,900 openings. Adding some analytical skills might make you particularly valuable.

Awareness of local demand within your interests can make a job search faster and easier.

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

- ALICIA KEYS, MUSICIAN

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 will improve workforce readiness in the greater Kansas City area creating a model to have 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*
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DeBruce
FOUNDATION