

Client Feedback Report

Client Name: Wanda Bravelly

Wed, February 5, 2020

ERS #3

Date of ERS: Sun, January 27, 2002

This time your responses show that you already:

- Know what type of work you would like to do.
- Have the skills and education to support your career choice.
- Know how to look for work successfully.
- Can manage your ongoing work life.

You already have the following strengths that can help you manage challenges and perform effectively in your work life:

- You feel confident in your ability to perform well.
- You have a positive attitude and are willing to take responsibility.

We recommend that you talk with a staff person about specific job leads and how to develop them. Especially when we are moving into job search, we all need people we can turn to for help, emotional support, and job leads. In addition, more and more people are hearing about job leads through their networks. Consider talking with a staff person about how you can extend your network.

To increase your chances of having a good experience, ask employers what type of orientation they provide and what type of ongoing supervision you can expect. Employers differ widely in their practices, and you are more likely to succeed if you are with one who provides good orientation and supervision.

It's not enough to get a job. You also want to be able to keep it! Your responses indicate that you may need help with self-management and interpersonal skills so you are able to work well with others and be seen as someone others want to work with. You may wish to discuss with a staff person how you could strengthen these skills.

After you feel you have made progress, please take the ERS again to see if there is anything else that may need attention.

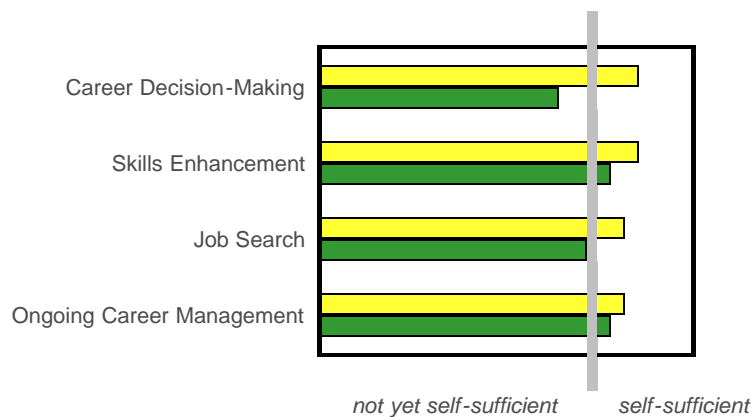
Graphs of Results

In the graphs below, the green bar represents the baseline Scale and, when you have taken the ERS more than once, the yellow bar represents your most recent Scale. If a bar is past the grey vertical line to the right, then you have scored as self-sufficient or strong on that particular factor.

Self-Sufficiency on Employability Factors - *what prepares you to manage your work life*

The graph below shows that you scored as self-sufficient, or not needing additional help, on:

- Career Decision-Making
- Skills Enhancement
- Job Search
- Ongoing Career Management



Strength on Soft Skills - *what helps you manage challenges and perform effectively in your work life*

The graph below shows that you scored as strong on:

- Self-Efficacy
- Outcome Expectancy



Type of Challenge

Previous ERS

This ERS

Personal challenges	Medium	Medium
Environmental challenges	Medium	Medium
Systemic challenges	Low	Low

Factors Defined

Career Decision-Making

Knowing what kind of work you want to do and having a goal and an action plan for making it happen. For most people, making a "good decision" means choosing a kind of work that:

- Suits you well (it's a good fit with your strengths and what's important to you).
- Is in demand so, once you're qualified, you'll have a reasonable chance of finding work.

Being self-sufficient in Career Decision-Making also means that, in the future, if you wanted to consider a new type of work, you would already know how to go about making a new decision with little or no help from others.

Skills Enhancement

Having a variety of knowledge and skills needed to perform the kind of work you want to do. More specifically, you will already have, or be in the process of acquiring:

- The required education or training.
- Knowledge, skills and experience needed for the work you want to do.

Job Search

Having the knowledge, skills, attitudes and resources needed to be successful in finding work. For example, this includes having a resume or summary of your education and training background and your work experience. It also means knowing how to identify and contact suitable employers, being able to speak confidently about your skills and achievements, doing well in job interviews, and being able to tell if a job is right for you.

Ongoing Career Management

Continuing to learn, and being able to plan ahead and effectively manage career changes, even when faced with unexpected events. This includes knowing how to keep your skills up-to-date, making effective use of your network of contacts, and being able to see new ways of using your skills to keep your work interesting. Learning is a lifelong activity. Making a point of continuing to learn on the job (and outside of it) is one of the keys to a successful work life.

Soft Skills - *what helps you manage challenges and perform effectively in your work life*

Self-efficacy Your sense of competence or belief in your ability to perform (an aspect of self-esteem). This includes giving yourself credit for the skills and expertise you already have and being able to perform well in job interviews.

Outcome expectancy

Your belief that your efforts will result in a successful outcome and your willingness to take responsibility to create that success. This includes understanding that you are the one that is in charge of your work life rather than blaming others if matters do not turn out as you would like.

Social supports

Your network of supportive people and ability to get help. This includes being aware of the kinds of assistance that are available and participating actively in your community.

Work history

Your feeling that you have performed well in previous work contexts, paid or unpaid. This does not have to do with the specific work you have done, but rather with whether or not you feel that you have been successful.

Job maintenance

Being able to succeed in and keep work after you find it. This includes things like understanding what's expected of you, working well with others, being able to handle several tasks at a time, being willing to take direction from a supervisor, and being able to put aside personal problems to do your work.

Types of Challenges

Many challenges, at first, may seem to have very little to do with work so why are they important to look at here? Success requires being able to manage the rest of your life so it doesn't interfere with your ability to learn or be effective on the job. Managing your challenges and stresses is also very important to living a healthy, enjoyable and balanced life. The Scale measures three types of challenge:

Personal challenges

These are sources of stress that you can usually take action to do something about yourself. Examples include concerns about personal relationships, your health, your legal situation, the amount of education you have, or how you feel about yourself and your opportunities.

Environmental challenges

These are stresses related to concerns about other people or things around you that may affect your ability to get to work, to be focused at work, and/or to succeed at work. Examples include responsibility for young children or aging parents, a lack of proper work clothes or tools, concerns about others' health, or a death in the family. To deal with these well, you will probably require help from others.

Systemic challenges

Most of these are stresses related to discriminatory attitudes and physical barriers in our community. While we are affected by these challenges, they are usually beyond our power to change. But we can get help to deal more effectively with them. Examples include job requirements that automatically exclude certain groups of people, concerns about a lack of affordable housing, transportation, or child care, or a lack of recognition for education or training you have acquired.

This report is from the Employment Readiness Scale™, www.employmentreadiness.org.