

Pursuit of ~~Dreams~~

Best Fit

SKILLS, COMPETENCIES AND ATTRIBUTES

Assumptions and Expectations

Pressures telling you where you are supposed to be in your life because of your age or your education, etc

- Social Media
- Parents or family
- Comparing yourself to friends or colleagues.



IF OUR LIFE STAGES HAVE CHANGED SO SHOULD OUR ASSUMPTIONS AND EXPECTATIONS

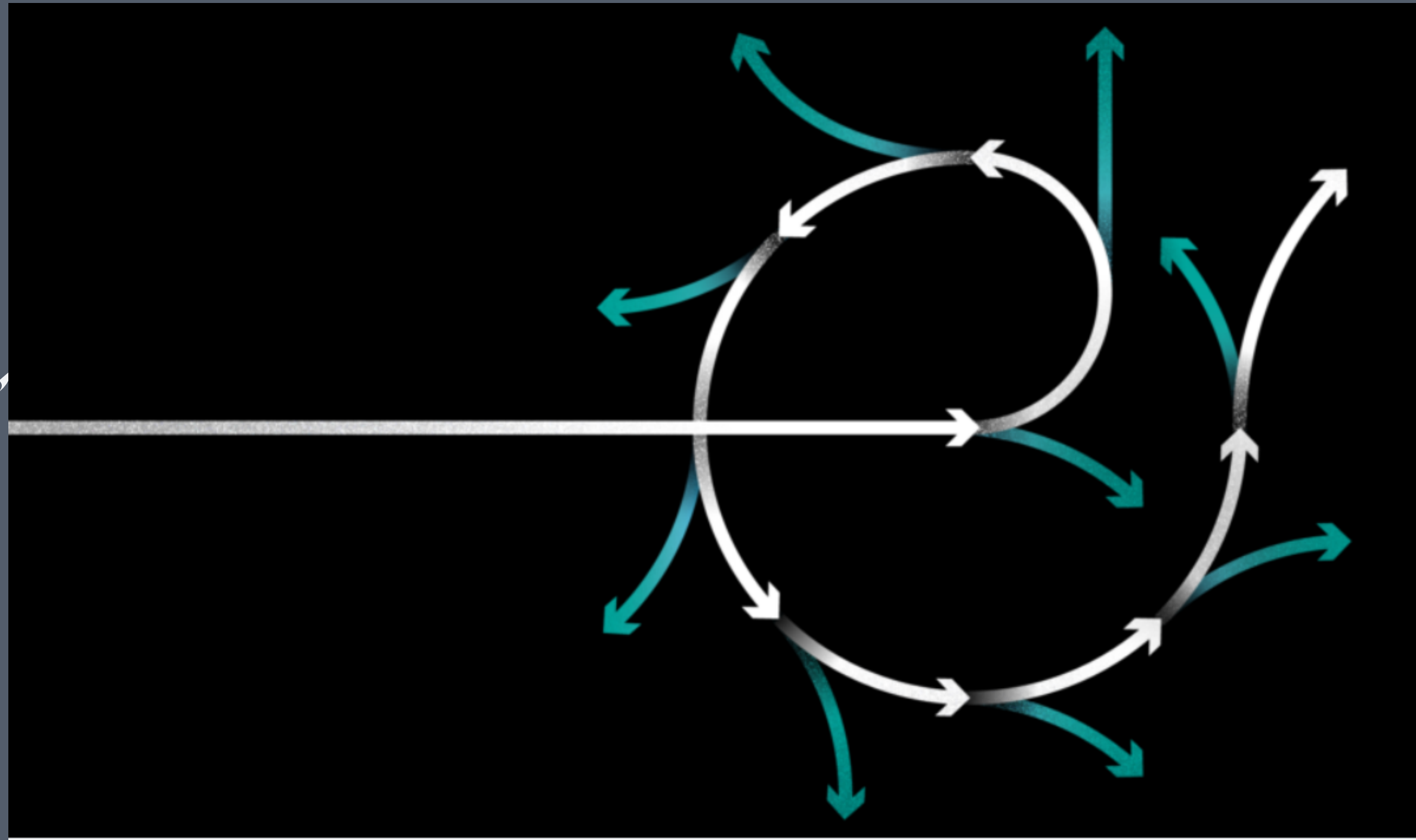


Image from a McCrindle infographic (if you haven't seen them go and check them out).

KIPPER = Kids In Parents Pockets Eroding Retirement Savings



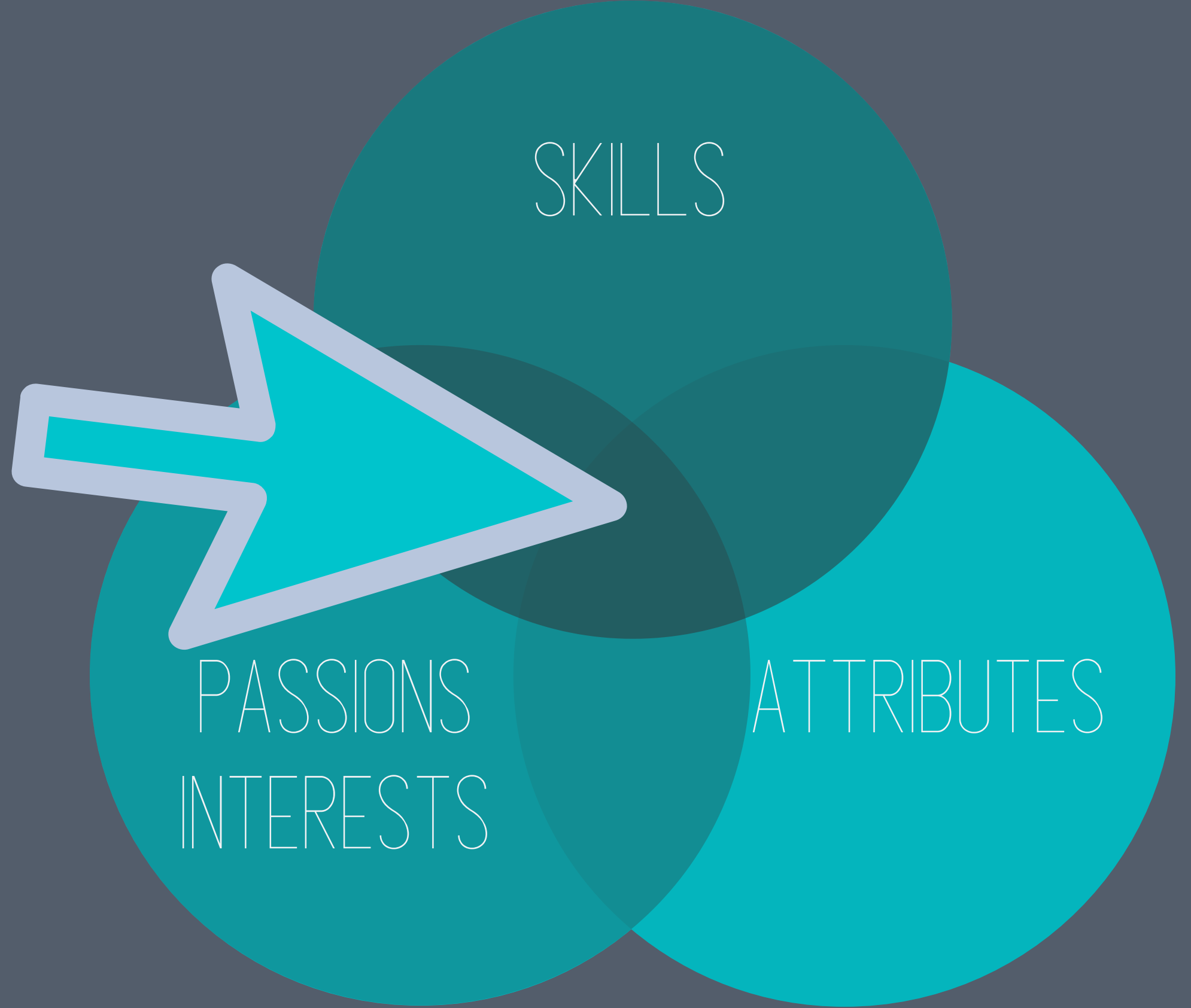
Instead my career and life looks more like this, a series of ramps and adjusting course



Cracking the algorithms on job sites?



FIT



Skills Data Gap

Searchable and collatable information on employees relative to their skills and learning interests - Human Resource Business Intelligence Pilot (HRBI)

Collect data

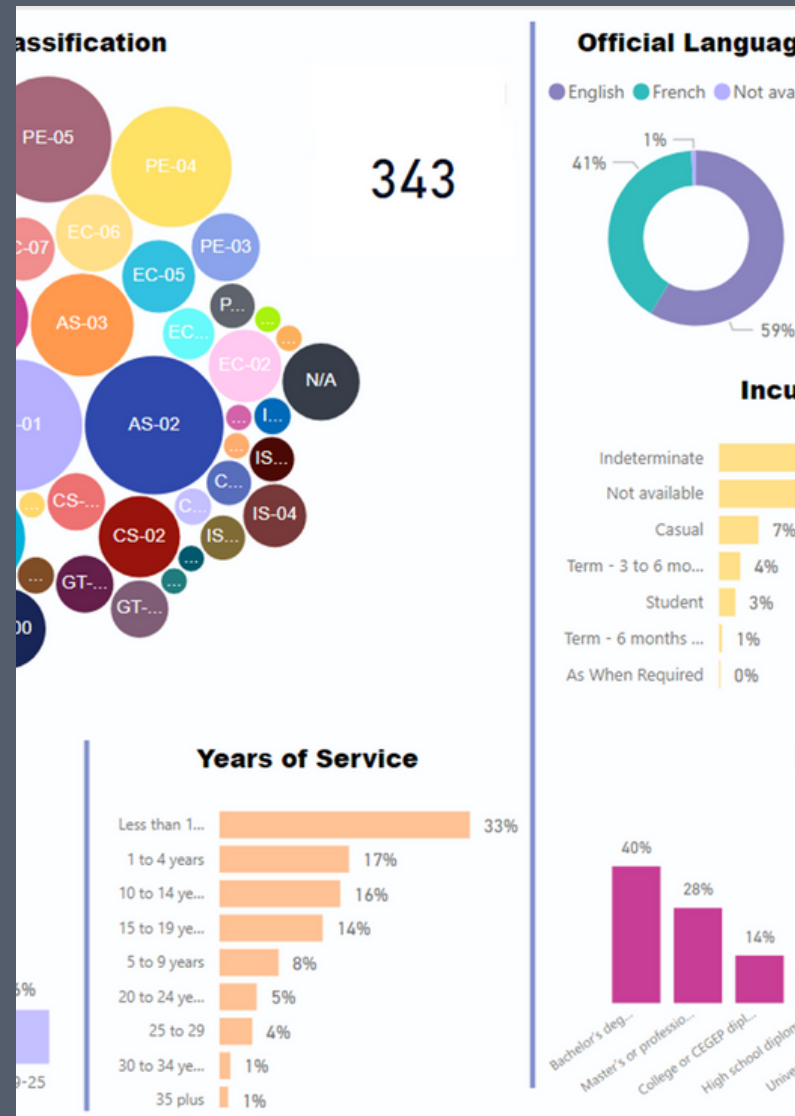
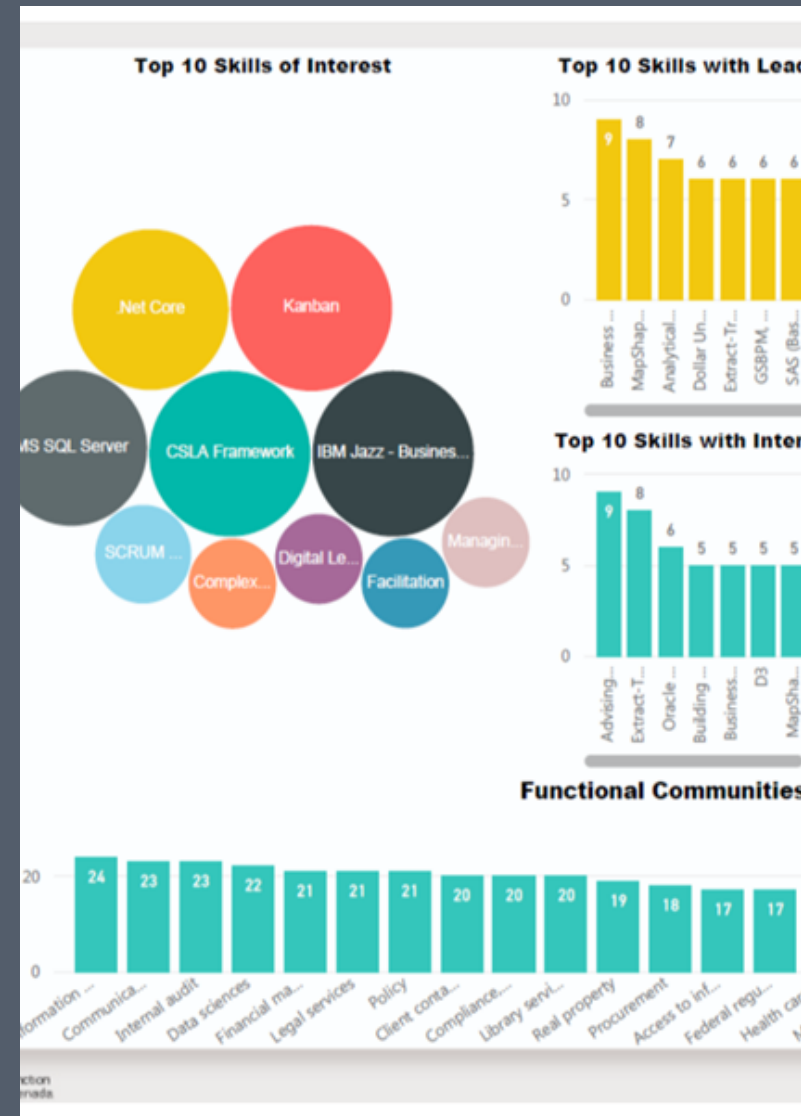
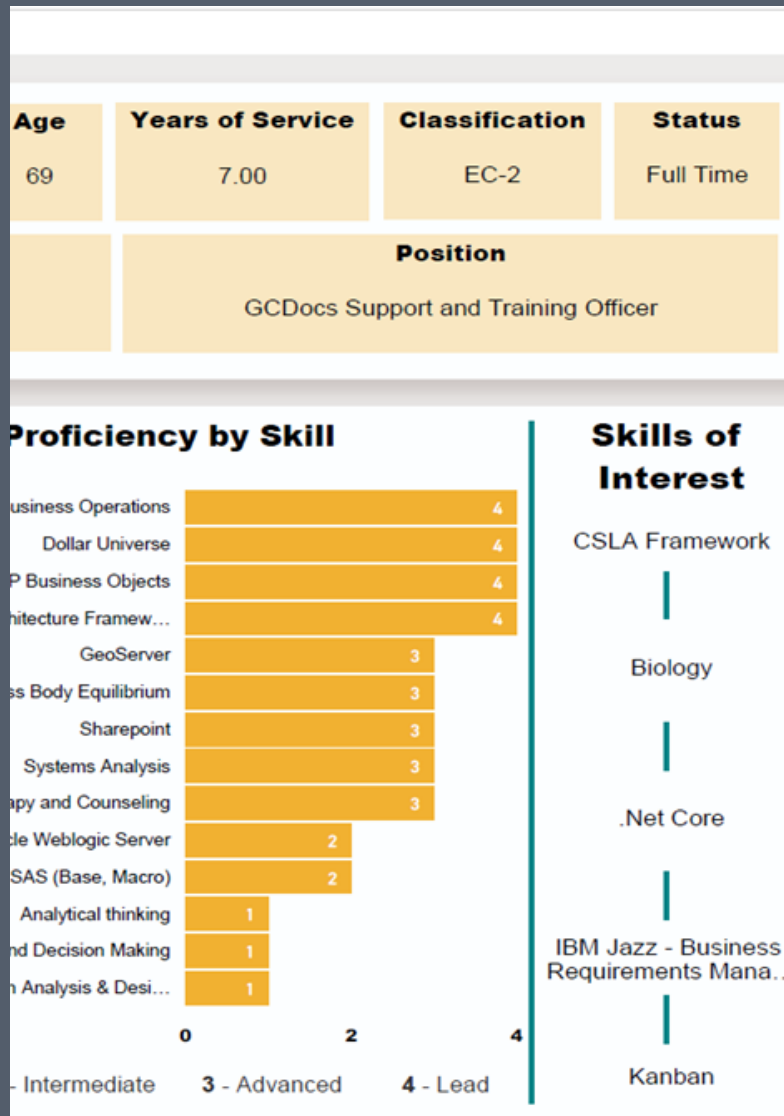
Survey to collect data on skills and learning interests along with accreditations and professional experience outside of government

Useful for individuals and organization

Developed individual dashboards and organizational aggregate dashboards

You are more than
a job description...





HRBI DASHBOARDS

Developed a Skills Inventory, survey to employees asked to choose their 15 top skills and top 5 learning interests, matched this with HR Data from People Soft. Organizations and teams could start to see how their teams are comprised and where their gaps are.





Name

Sacca, Alexandria

Classification

EC

Year joined FA Program

2020

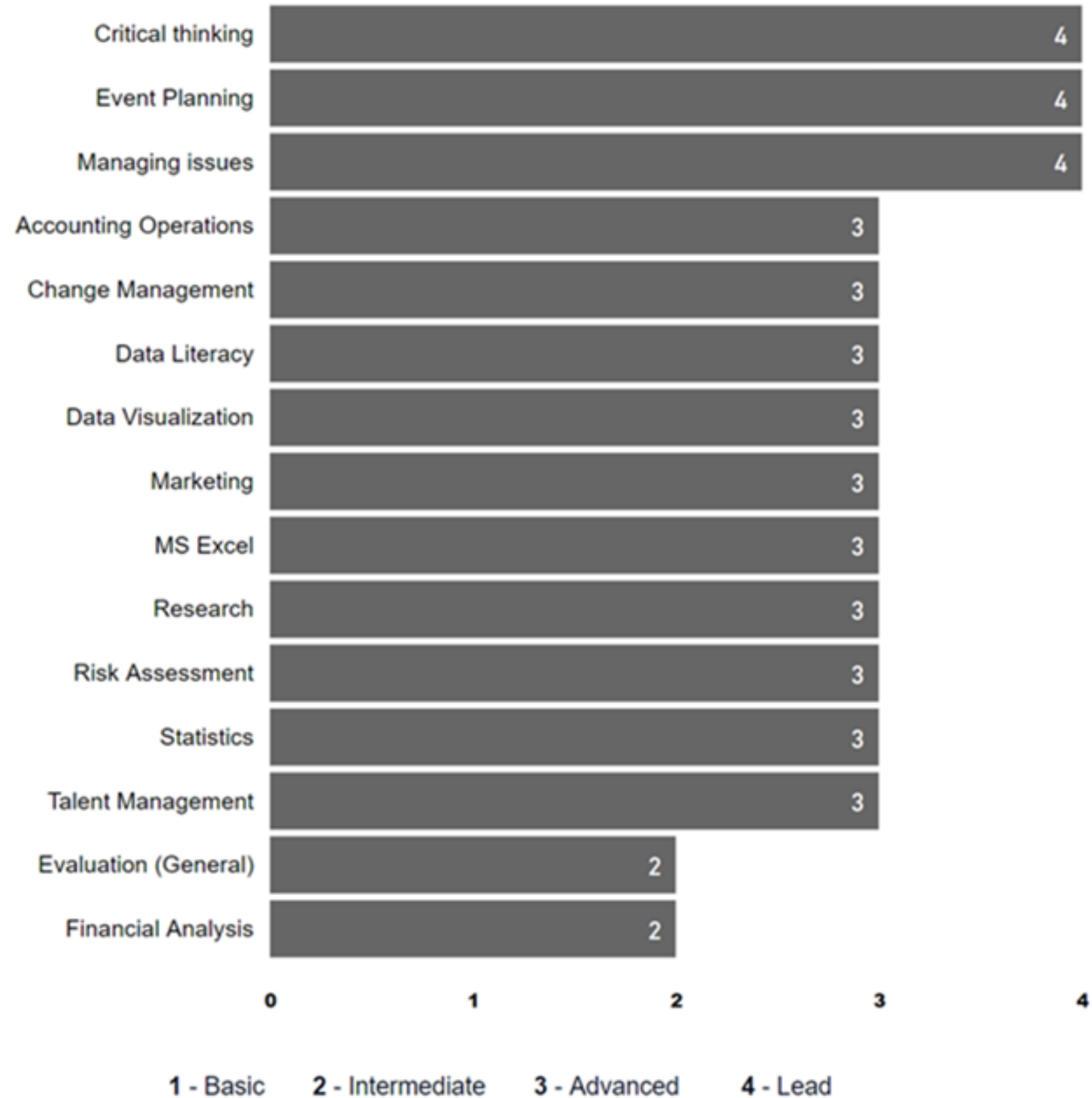


@mcsaccy



@Alexandria
McNulty-Sacca

Proficiency by Skill



Skills of Interest

Data Visualization



Microsoft Power BI



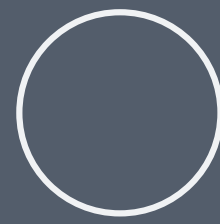
Drones



Graphic Design



Artificial Intelligence



Attributes and Canada's Free Agents



ASSESSED ON 14 ATTRIBUTES

Courage

Passion

Humility

Empathy

Outcomes-focused

Curiosity

Reflectiveness

Action Orientedness

Persuasiveness

Team Orientedness

Creativity

Resilience

Problem-solving

Quick-Learning

https://wiki.gccollab.ca/Canadas_Free_Agents/FAQ

I had to think long and hard for examples on how I met each attribute. I thought, even if I don't get through, this is a great exercise in reflection of my attributes

Tools

Formulating plans to implementation

Determining steps, prioritizing actions, and incorporating con

- Initiating change and integrating change into
- Anticipating problems and choosing solutions
- Seeking out new ideas and critically evaluatir
- Establishing objectives and specifying the str
- Creating plans and processes to accomplish

Plum

AI Talent Assessment tool - 25 minute quiz to assess where your skills are and what energizes you and drains you.

<https://use.plum.io/tg1>

EMSI Resume Optimizer

Helped me with the articulation of my skills. You copy and paste your resume in and it pulls out skills and makes suggestions

My snapshot



ALEX SACCA

FREE AGENT

MY SNAPSHOT

Passionate about Future of Work possibilities and preparing our workforce with skill gap analysis, upskilling and realizing the power of engaging in satisfying work. Love to learn about innovative technologies and facilitate into events to expand reach.

CONNECT WITH ME

Pronouns she/her/elle
 Mobile 613-293-8867
 Email alexandria.sacca@tbs-sct.gc.ca
 Location Ottawa, Algonquin Territory
 @mcsaccy
 @AlexandriaMcNultySacca

DETAILED RESUME

www.anssacca.com

AREAS WHERE I THRIVE



Data Visualization



Future of Work Research



Collaborate



Skills Analysis



Event Design

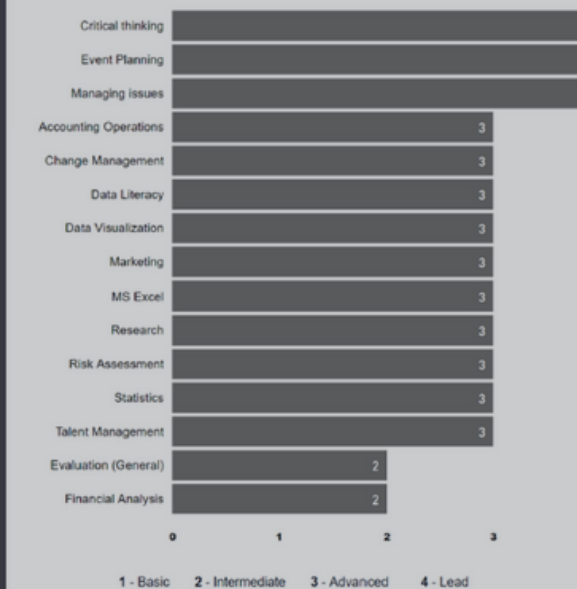


Change Management

TOP SKILLS

DEVELOPMENT INTERESTS

Proficiency by Skill



- Data Visualization
- Microsoft Power BI
- Drones
- Graphic Design
- Artificial Intelligence

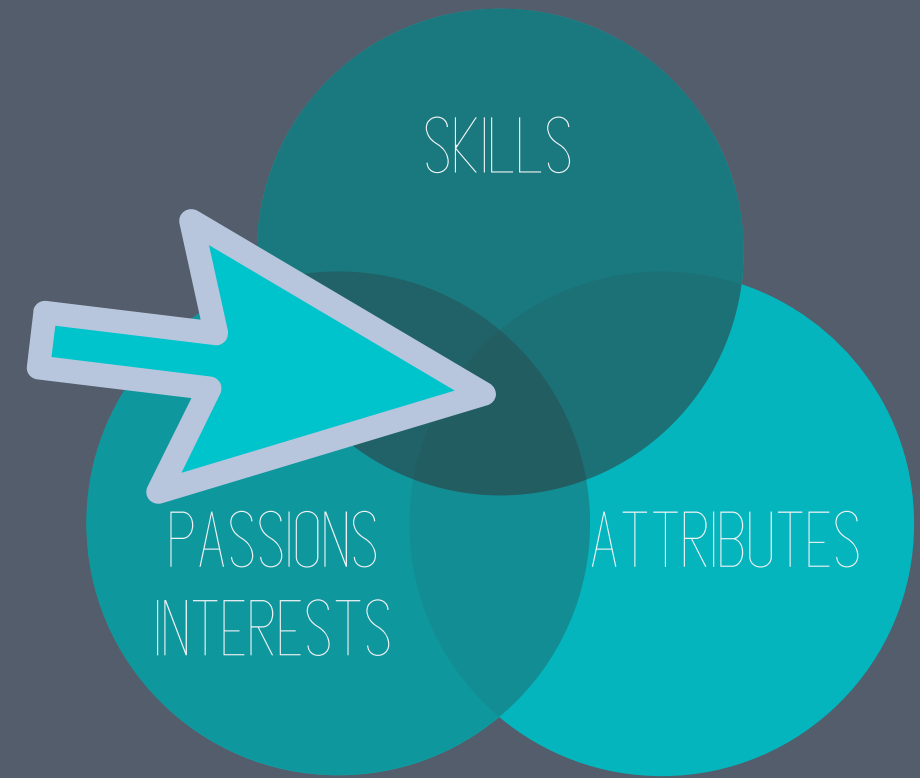
ATTRIBUTES A FREE AGENT IS PRESCREENED FOR

The screening and hiring process is done in four intense phases. All Free Agents are assessed on the following attributes

- Courage
- Passion
- Humility
- Empathy
- Team Orientedness
- Action Orientedness
- Problem-Solving
- Outcomes-focused
- Quick-learning
- Curiosity
- Reflectiveness
- Persuasiveness
- Creativity
- Resilience







grasp of skills, attributes
and interests and start to
look for potential places I
want to work

FIT



Leadership

McCridle Infographic

CATEGORY	BUILDERS	BABY BOOMERS	GENERATION X	GENERATION Y	GENERATION Z	GEN ALPHA
Leadership style L - Leader I - New leaders	 <p>Controlling</p>	 <p>Directing</p>	 <p>Coordinating</p>	 <p>Guiding</p>	 <p>Empowering</p>	 <p>Inspiring</p>
Ideal leader	Commander	Thinker	Doer	Supporter	Collaborator	Co-creator
Learning style	Formal	Structured	Participative	Interactive	Multi-modal	Virtual
Influence/advice	Officials	Experts	Practitioners	Peers	Forums	Chatbots
Marketing	Print (traditional)	Broadcast (mass)	Direct (targeted)	Online (linked)	Digital (social)	In situ (real-time)

Leadership style has a lot to do with where you want to work and who wants to work with you.

What is out there?



FYN

You are already ahead of the game attending talks and being a part of a community that shares this information

GC Tools

Collab, Connex, Wiki, etc. join groups based on your interests - can't recommend Etienne Laliberte's group enough, HR Innovation and Future of Work

GC Data Community/CSPS Events

The Data Conference is an incredible collection of what is happening in gov right now. This year Stat Can partnering with CSPS to host

Innovation on Demand Podcast

Great listen - a project on hold but hoping to see more episodes

Coffee Chats

Over the last 3 years I have asked many people for coffee chats an only once didn't receive a response.

Don't box yourself in by
looking for A dream job

What awe-inspires you?