



SKILLS, COMPETENCIES AND ATTRIBUTES



COMPÉTENCES, QUALITÉS, HABILETÉS

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.







Suppositions et attentes

Les influences qui vous disent où vous êtes censé être dans votre vie en raison de votre âge ou de votre éducation, etc.

- Médias sociaux
- Parents ou famille
- Se comparer à des amis ou des collègues







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

SI LES ÉTAPES DE NOTRE VIE CHANGENT, NOS HYPOTHÈSES ET NOS ATTENTES DOIVENT ÉGALEMENT CHANGER.

20th CENTURY CHILDHOOD TEENAGER ADULTHOOD

TODAY CHILDHOOD TWEEN TEENAGER YOUNG ADULT KIPPERS ADULTHOOD CAREER-CHANGER DOWNAGER

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

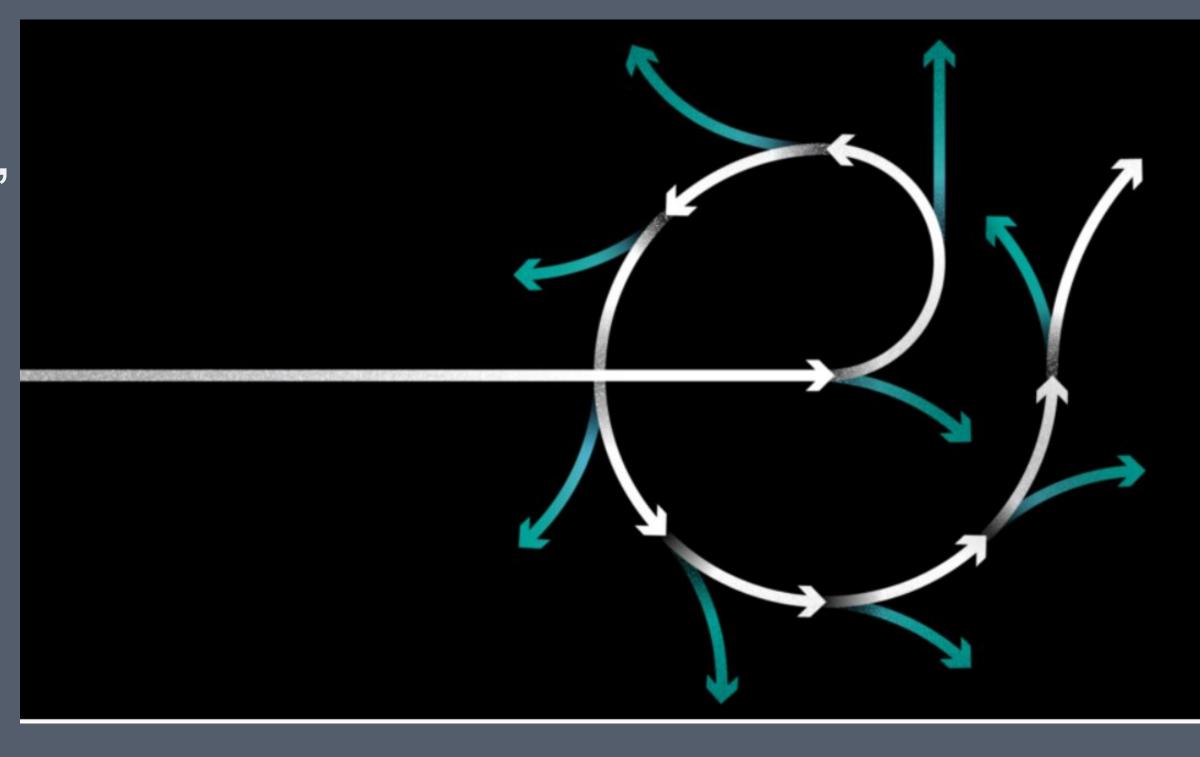
KIPPER = Kids In Parents Pockets Eroding Retirement Savings

Image tirée d'une infographie McCrindle

KIPPER = Les enfants dans les poches des parents érodent l'épargne-retraite

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

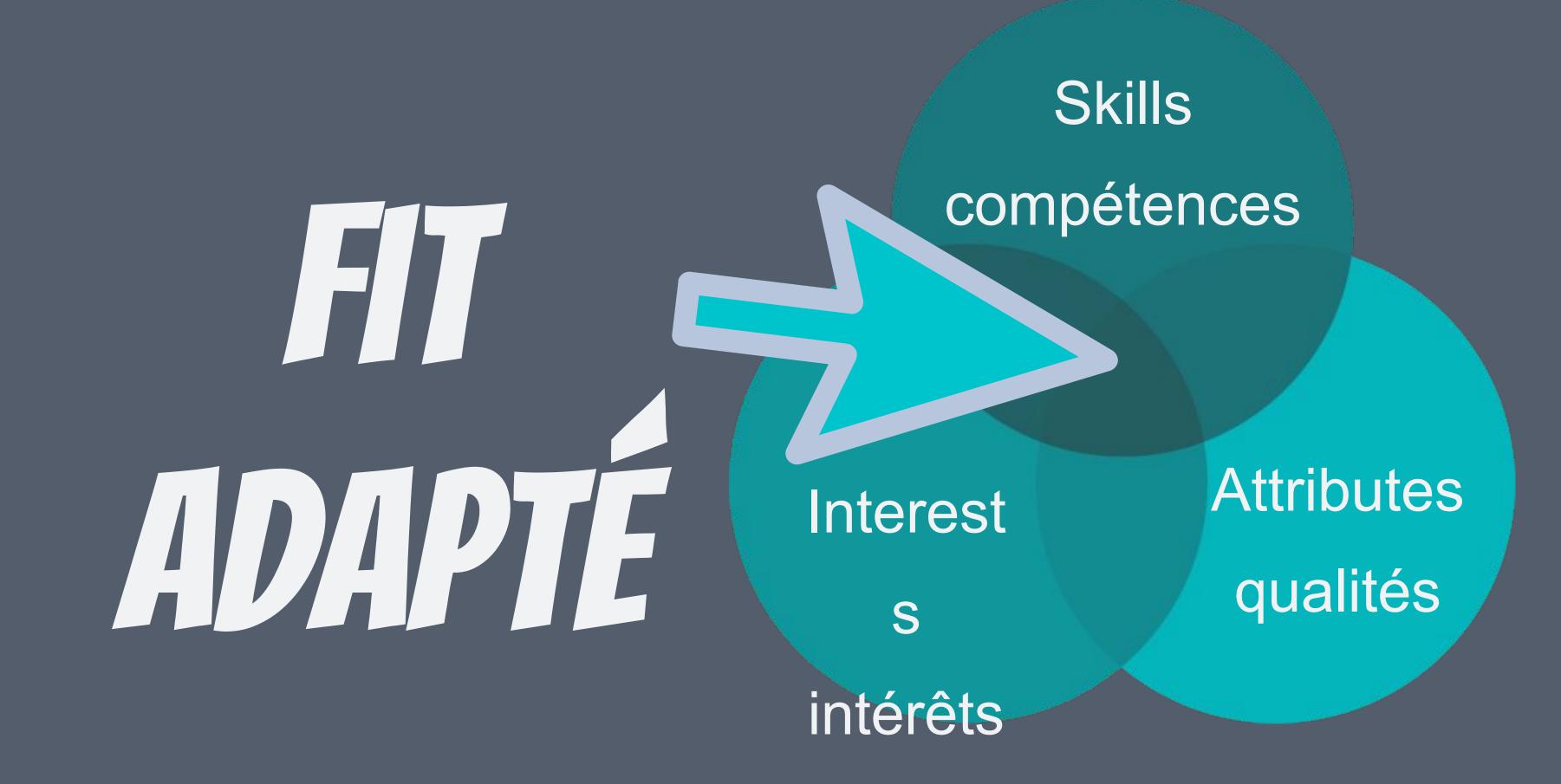
Ma carrière et ma vie ressemblent plus à cela, une série de rampes et de cours



Cracking the algorithms on job sites?

Comprendre les algorithmes des sites d'emploi?





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...

Compétences Manque de données

Des informations recherchables et rassemblables sur les

employés en fonction de leurs compétences et de leurs

intérêts en matière d'apprentissage - Human Resource

Business Intelligence Pilot (HRBI)

Collecter des données

Enquête visant à recueillir des données sur les compétences et

les intérêts en matière d'apprentissage, ainsi que sur les

accréditations et l'expérience professionnelle en dehors du

gouvernement.

Collecter des données

Élaboration de tableaux de bord individuels et de tableaux

de bord organisationnels agrégés.

Vous êtes plus qu'une

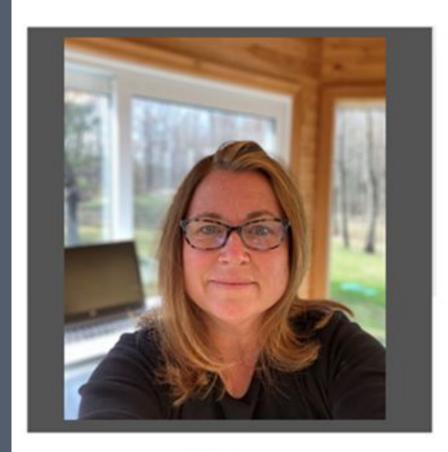
description de poste...



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.

En demandant aux employés de choisir leurs 15 principales compétences et leurs 5 principaux centres d'intérêt en matière d'apprentissage, et nous avons fait correspondre ces données avec les données RH de People Soft. Les organisations et les équipes ont pu commencer à voir comment leurs équipes sont composées et où sont leurs lacunes.



Name

Sacca, Alexandria

Classification

EC

Year joined FA Program

2020

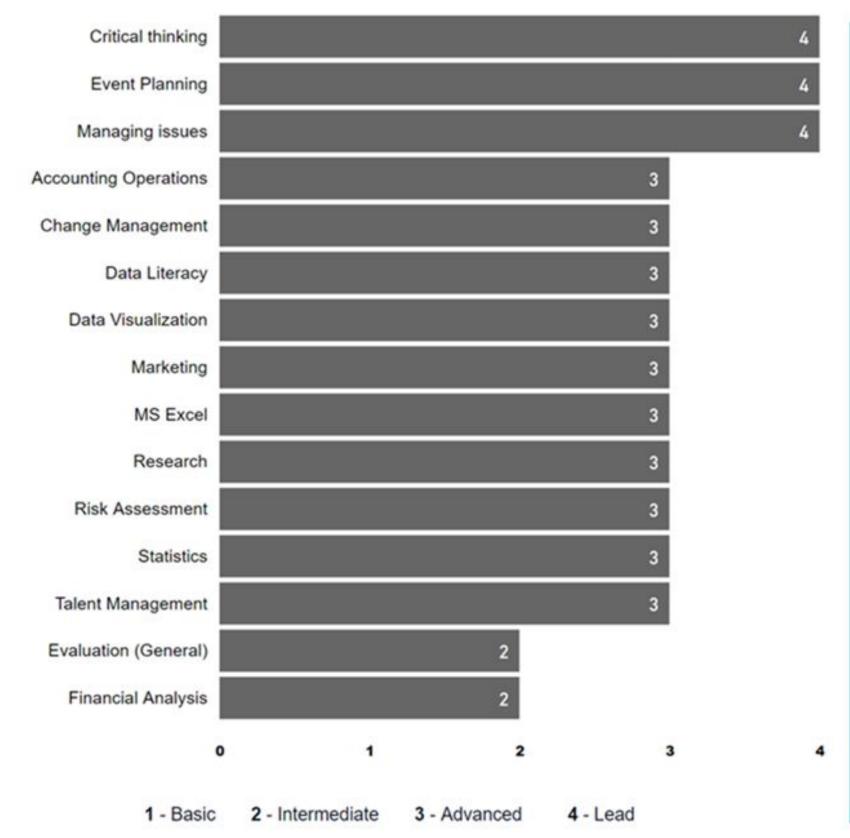


@mcsaccy



@Alexandria
McNulty-Sacca

Proficiency by Skill



Skills of Interest

Data Visualization

Microsoft Power BI

Drones

Graphic Design

Artificial Intelligence



Attributes

Qualités

et Les Agents libres du

and Canada's Free

Agents
ASSESSED ON 14 ATTRIBUTES | ÉVALUÉ SUR 14 QUALITÉS

Courage

Passion

Humility/Humilité

Empathy/Empathie

Outcomes-focused

Creativity/Créativité/w

Curiosity/Curiosité

Reflectiveness/Réflexion

Action Orientedness/

Orientation vers l'action

Persuasiveness/Persuasion

Resilience/Résilience

Team Orientedness/ Esprit

d'équipe

Problem-solving/Résolution de

problèmes

Quick-Learning/Apprentissage

viki.gccollab.ca/Canadas_Free^apigents/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

J'ai dû réfléchir longuement pour trouver des exemples de la manière dont je répondais à chaque qualité. Je me suis dit que, même si je n'y arrivais pas, c'était un excellent exercice de

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 evaluating

Establishing objectives and specifying the str

Creating plans and processes to accomplish

Plum

Al Talent Assessment tool - 25 minute quiz to assess where your skills are and what energizes you and drains you. https://use.plum.io/tg1

Outil d'évaluation des talents en IA - Un quiz de 25 minutes pour évaluer vos compétences, ce qui vous dynamise et ce qui vous fatigue.

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 II m'a aidé à articuler mes compétences. Vous copiez et collez votre CV et il fait ressortir les compétences et fait des 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







Collaborate

Data Visualization Future of Work Research

Skills Analysis



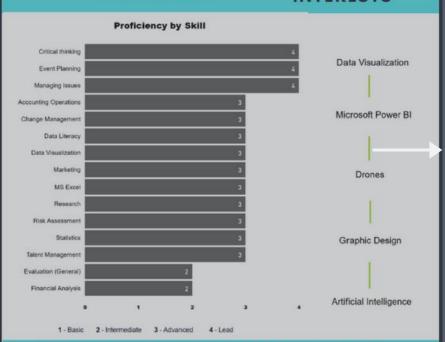


Event Design

Change Management

TOP SKILLS

DEVELOPMENT INTERESTS



A P

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

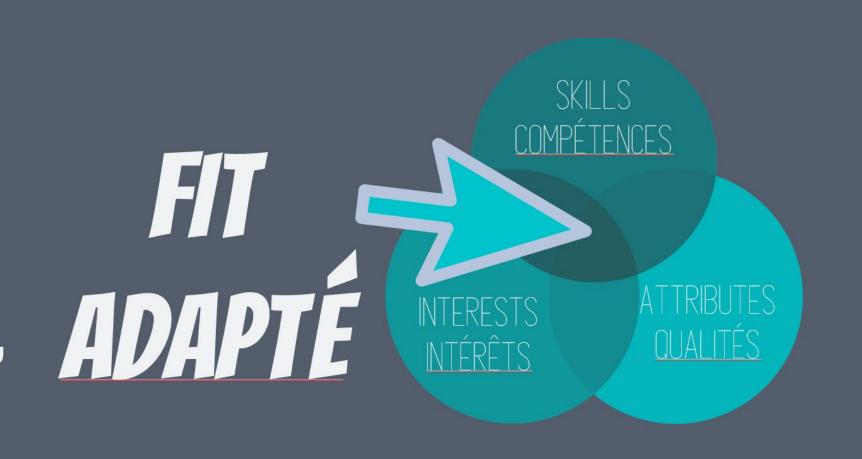
Grasp of skills, attributes and interests and start to look for potential places I want to work.

Comprendre mes compétences, ADAPTE

mes qualités et mes centres

d'intérêt et commencer à

rechercher les endroits où je



Leadership

McCridle Infographic

CATEGORY	BUILDERS	BABY BOOMERS	GENERATION X	GENERATION Y	GENERATION Z	GEN ALPHA
Leadership style L - Leader I - New leaders	Controlling	Directing	Coordinating	← L Guiding	L L Empowering	Inspiring
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.

Le style de leadership a beaucoup à voir avec l'endroit où vous voulez

travailler et avec les personnes qui veulent travailler avec vous.

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.

(skills + attributes +competencies) + (leadership + team culture + project details)

work life balance x (career aspirations + learning interests)

(habiletés + qualités +Compétences) + (leadership + culture d'équipe + détails du projet)

conciliation travail-vie privée x (aspirations professionnelles + intérêts de formation)

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

What awe-inspires you?