

WEBINAR & TELELEARNING SERIES



Navigating Career Change



Working with MS is Possible!



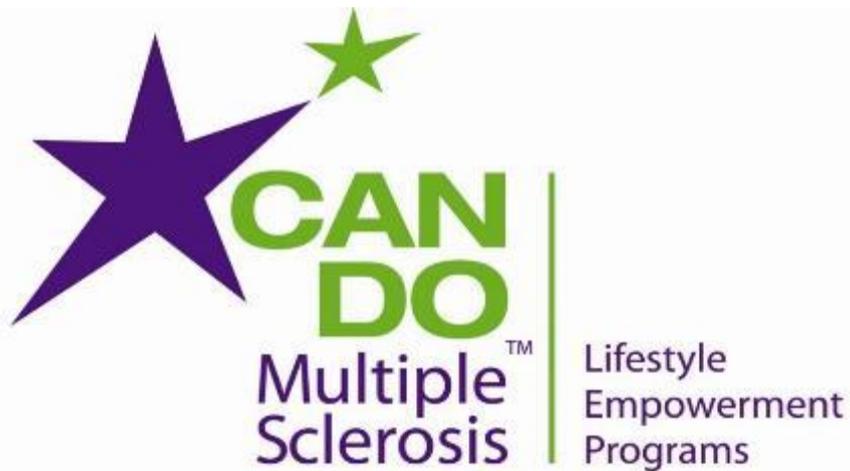
February 9, 2016

Presented by:



EMD Serono

Teva Pharmaceuticals



THE **POWER** TO BE MORE THAN YOUR MS
www.mscando.org | 800-367-3101

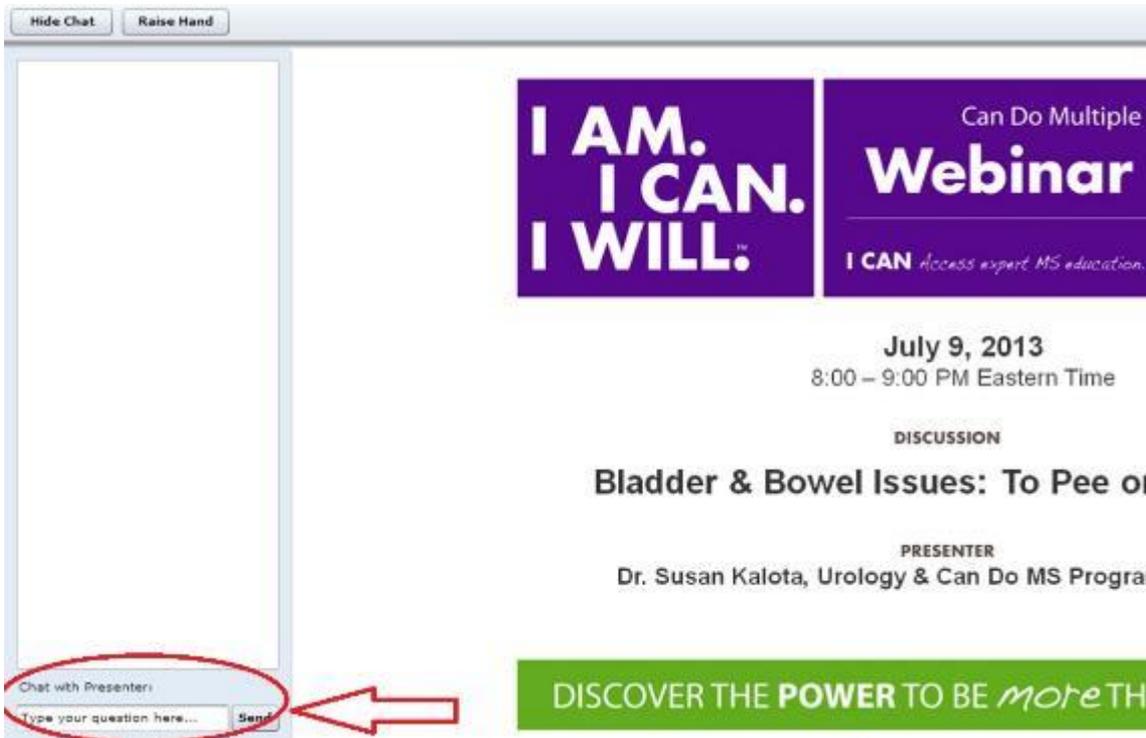


**National
Multiple Sclerosis
Society**



How to Ask Questions During the Webinar:

- **Chat Feature** – Type in your questions using the chat box on the lower left hand side of your screen.



The screenshot shows a webinar interface. On the left is a large, empty chat box. Above it are buttons for 'Hide Chat' and 'Raise Hand'. Below the chat box is a text input field with the placeholder 'Type your question here...' and a 'Send' button. A red circle highlights the input field and 'Send' button, with a red arrow pointing to it from the right. The main content area on the right features a purple header with the text 'I AM. I CAN. I WILL.' and 'Can Do Multiple Webinar'. Below this, it states 'July 9, 2013' and '8:00 – 9:00 PM Eastern Time'. The topic is 'Bladder & Bowel Issues: To Pee or Not to Pee?' and the presenter is 'Dr. Susan Kalota, Urology & Can Do MS Program'. At the bottom, a green banner reads 'DISCOVER THE POWER TO BE more THAN YOUR DISEASE'.

Today's Presenters...



Danielle Moser
Asheville, NC

- Co-authors of FOCUS: Creating Career + Brand Clarity
- Managing partners of the boutique career management services firm, Blended Learning Team
- More than 40+ years combined experience

Debra Heindel
Fort Worth, TX



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Sustainable employability is largely about strategy

Agenda

- ✓ **Assess Yourself:** *Your Symptoms + Your Job + Your Skills*
- ✓ **Explore Career Options:** *Job Accommodation or Career Change?*
- ✓ **Identify Resources :** *Exercises, Templates, Web-tools*
- ✓ **Create a Framework:** *Decision-making*

✓ **Assess Yourself:**

Your Symptoms + Your Job + Your Skills

Step 1: Don't panic!

Step 2: Partner with your physician and healthcare team

Step 3: Assess yourself

Step 4: Use the tools at your disposal

✓ Explore Career Options: *Job Accommodation or Career Change?*

Questions to ask regarding Career Change



What type of MS do you have?

What are your symptoms?

Are there medications that will alleviate your symptoms?

Are there workplace accommodations that will allow you to continue in your current role?

✓ Explore Career Options: *Job Accommodation or Career Change?*

Questions to ask regarding Career Change



Will you work in your current profession?

Will you work in a different profession?

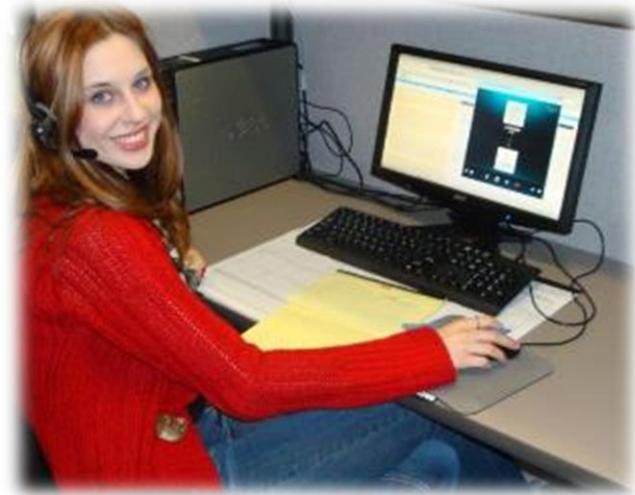
Will you work in your current industry?

Will you work in a different industry?

Framework for Exploring Career Options

Current Profession - Current Industry
(Accommodation)

Delivering 4-hour Stand-up Training Sessions



Delivering 90 minute webinars from home

Framework for Exploring Career Options

Current Profession – Different Industry

HR Director visiting outside plants



HR Director working from an office

Framework for Exploring Career Options

Different Profession – Current Industry

Interior Decorator – Color Blind



Office Manager for Engineering & Design Firm

Framework for Exploring Career Options

Different Profession – Different Industry

Sports Trainer



Office Manager for Orthopedic Surgeon

What if you decide to change your career?

How will you decide what you will do?

Entrepreneur?

Electrician?

Sales?

Help desk?

Medical Billing?

Office Work?

Tech Support?

Retail?

Trainer?

Human Resources?

Logistics?



What if you decide to change your career?

How will you decide what you will do?

Let's start with a story...





IT
FLOURISHED!



Where would you
flourish?

“When you identify the perfect career option, it’s about finding a role and an environment in which you can be successful and *“flourish”* -- loving what you do, being appreciated, and ultimately being your ‘best self’ at work.”

Excerpt from “FOCUS: Creating Career & Brand Clarity”

Where would you flourish?

Begin by creating your *Flourish Factor Profile*

Inventory your skills, expertise and personal priorities...

Skills Categories (Competencies)	Individual Skills (Transferrable)	Irrepressible Skills	Environmental Flourish Factors

FOCUS: Creating Career & Brand Clarity, 2012

✓ **Identify Resources** : *Exercises, Templates, Web-tools*

Flourish Factor Exercises:

- Marketable / Transferrable Skills
- Irrepressible Skills
- In-Demand Skills
- Environmental *Flourish Factors*

On-line Resources

- National Multiple Sclerosis Society
- Can Do Multiple Sclerosis
- Occupational Outlook Handbook
- O*net Online

✓ Identify Resources : Exercises, Templates, Web-tools

Marketable / Transferrable Skills

MARKETABLE / TRANSFERABLE SKILLS

As you explore your career options, it is important to know your skills and those that might be transferrable.

Knowing your skills will help you present yourself well. This is especially important as you explore options-- whether in your current profession / industry or different ones.

Use the lists that follow to identify your current skills. Place a ✓ (checkmark) next to all the skills that you CAN DO.

Next, take a second pass at the lists to narrow your results to those skills that you can do, but most importantly, that you LIKE TO DO. Put a line through the ✓ (checkmark) of those skills, creating a ✓ ~~(checkmark with an x).~~

Of the skills you've now narrowed (that is, those identified with a ✓ ~~checkmark with an x), circle ○ the ones at which you EXCEL.~~

List those skills that are circled ○ in the *Flourish Factor Profile* found at the end of this handout.

Finally, to identify your skill clusters-- or core competencies, review the lists again and identify the categories with the greatest number of results.

For example, if you believe 3 of your 6 biggest categories of skills are Communication, Data Management, and Service, then list those on the *Flourish Factor Profile* as well. They represent your best skills and are most likely to be transferable.

COMMUNICATION			
	Adjudicating	Interviewing	Presenting ideas
	Corresponding	Interrogating	Proof reading

✓ Identify Resources : Exercises, Templates, Web-tools

Irrepressible Skills

IRREPRESSIBLE SKILLS

When you are successful, it is usually because you are applying your skills and strengths, and because your personal traits are assets for the task at hand.

An analysis of your achievements, accomplishments and successes, therefore, can lead to a clear definition of these skills and traits.

A key element of this analysis is the identification of recurring patterns or themes. These skills are what we call irrepressible skills.



IRREPRESSIBLE SKILL #1

Choose a work related accomplishment from your recent history. To help be more specific and relevant, if you can, please select something from within the last 2 years.

Describe the situation or problem S (Situation)	
Explain the task ... what was your challenge or why it was important T (Task)	
List specific actions to show how you resolved the problem A (Action)	
What was the result or accomplishment and what were the benefits? Can the result be quantified or qualified? R (Results)	
Why did it matter? What skills were you using? What traits & strengths did you employ? S (Significance)	

✓ Identify Resources : Exercises, Templates, Web-tools

Environment Flourish Factor Exercise

ENVIRONMENTAL FLOURISH FACTORS EXERCISE

As we've discussed, there are environments where you'll do fine... and others in which you'll flourish – feeling that you're giving the best of what you have to offer, that it's appreciated, valued, and that you're getting to be your 'best self' every day.

This exercise has two parts...please review the list of factors on the follow page, and one by one, categorize them in one of these three columns.



MUST HAVES (WANT)	CAN LIVE OR WITHOUT IT (MIGHT WANT)	DEAL BREAKERS (DON'T WANT)

✓ **Identify Resources** : *Exercises, Templates, Web-tools* In-Demand Skills

IN-DEMAND SKILLS

In an effort to set the stage for learning more about yourself, let's take a break from the self-assessment process and explore what's in demand in the marketplace.

These skills aren't going to be transferred to your Flourish Factor Profile, but instead are intended to get you thinking about the skills you do have as you look to determine which are your strengths.

Please select 6 to 10 online job ads that appeal to you in some way. List the common threads below. What knowledge, skills, abilities, (KSAs), certifications, education, and/or training are they seeking?

In addition to looking for the KSAs, be sure to pay careful attention to the language they use. This is crucial to ensuring that you're speaking the same language as your audience.



Based on *Flourish Factor Profile* ...

Inventory your skills, expertise and personal priorities...

Skills Categories (Competencies)	Individual Skills (Transferrable)	Irrepressible Skills	Environmental Flourish Factors

FOCUS: Creating Career & Brand Clarity, 2012

✓ **Identify Resources** : *Exercises, Templates, Web-tools*

National MS Society – (<http://www.nationalmssociety.org>)

The screenshot shows the National MS Society website. At the top left is the MS logo and the text 'National Multiple Sclerosis Society'. To the right are links for 'SIGN IN', 'IN YOUR AREA', and 'DONATE', along with a search bar. A purple arrow points to the 'Resources & Support' menu item in the orange navigation bar. Below the navigation bar, the breadcrumb trail reads 'RESOURCES & SUPPORT > EMPLOYMENT'. The main content area features a large image of a man named Eric, with the text 'Eric DIAGNOSED IN 2004'. To the right of the image, the heading 'Employment' is displayed in large white text, followed by the subtext 'Developing and achieving employment goals can be accomplished despite your MS diagnosis.' Below this, there is a social sharing section with icons for Facebook, Twitter, and LinkedIn, and a 'SHARE' button. At the bottom left, a sidebar menu for 'Employment' lists 'Disclosure Decisions', 'Career Options', and 'Accommodations'. The word 'Overview' is visible below the social sharing section.

✓ Identify Resources : Exercises, Templates, Web-tools

Can Do Multiple Sclerosis – (<http://www.mscando.org>)

The screenshot shows the Can Do Multiple Sclerosis website. The header includes the logo, navigation buttons for 'Calendar' and 'Donate Now', a search bar, and a 'SUBSCRIBE' button. The main navigation bar has categories: ABOUT US, OUR PROGRAMS, CAN DO EVENTS, SUPPORT CAN DO, CAN DO LIFE, and CAN DO COMMUNITY. A dropdown menu for 'OUR PROGRAMS' is open, listing: CAN DO®, TAKE CHARGE®, JUMPSTART®, ASK THE CAN DO TEAM, WEBINAR & TELELEARNING SERIES, WEBINAR ARCHIVE, ONLINE RESOURCES (highlighted with a purple arrow), PROGRAM OUTCOMES, PROGRAMS CONSULTANTS, SUPPORT PARTNERS, and FIND US NEAR YOU. The main content area features an article titled 'Online Resources' with a 'READ Ask the Can Do Team Q & A's' button. Below this is a 'WEBINAR SERIES' section with a 'REGISTER WEBINAR SERIES' button. The footer includes the Can Do logo and the National Multiple Sclerosis Society logo.

✓ Identify Resources : Exercises, Templates, Web-tools

Occupational Outlook Handbook (<http://www.bls.gov/ooh>)

The screenshot displays the Occupational Outlook Handbook website interface. On the left is a vertical menu titled "OCCUPATION GROUPS" listing various categories such as Architecture and Engineering, Arts and Design, and Healthcare. The main content area is divided into several sections: "SELECT OCCUPATIONS BY" with filters for 2014 Median Pay, Entry-Level Education, On-the-job Training, and Number of New Jobs (Projected); "FEATURED OCCUPATION" highlighting Pharmacy Technicians with a photo and a description; "A-Z INDEX" with a grid of letters; and "BROWSE OCCUPATIONS" with buttons for "Highest Paying", "Fastest Growing (Projected)", and "Most New Jobs (Projected)".

OCCUPATION GROUPS

- Architecture and Engineering
- Arts and Design
- Building and Grounds Cleaning
- Business and Financial
- Community and Social Service
- Computer and Information Technology
- Construction and Extraction
- Education, Training, and Library
- Entertainment and Sports
- Farming, Fishing, and Forestry
- Food Preparation and Serving
- Healthcare
- Installation, Maintenance, and Repair
- Legal
- Life, Physical, and Social Science
- Management
- Math
- Media and Communication
- Military
- Office and Administrative Support
- Personal Care and Service
- Production
- Protective Service
- Sales

SELECT OCCUPATIONS BY

2014 Median Pay Entry-Level Education On-the-job Training

Number of New Jobs (Projected) Growth Rate (Projected) **GO**

FEATURED OCCUPATION

 *Pharmacy Technicians*

Pharmacy technicians help pharmacists dispense prescription medication to customers or health professionals.

[view profile >](#)

A-Z INDEX

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

BROWSE OCCUPATIONS

Highest Paying Fastest Growing (Projected) Most New Jobs (Projected)

✓ Identify Resources : Exercises, Templates, Web-tools

O*net Online (www.onetonline.org)

The screenshot shows the O*NET OnLine website homepage. At the top left is the O*NET logo and the text "O*NET OnLine" with the tagline "A proud partner of the American Job Center® network". To the right is a search bar labeled "Occupation Quick Search:". Below the header is a navigation menu with links for "Help", "Find Occupations", "Advanced Search", "Crosswalks", "Share", and "O*NET Sites".

The main content area features a large banner with a construction crane image and the text "Build your future with O*NET OnLine." Below this is a "Welcome" message and a "What is O*NET?" button. To the right is a "What's New?" section with a "Learn More" button and a "Get O*NET news by email or RSS" link.

Below the banner is an "Occupation Search" section with a search bar and a "Keyword or O*NET-SOC Code:" label. Below this are three main search categories: "Find Occupations" (with a "Browse" button and a "Bright Outlook" dropdown), "Advanced Search" (with a "Focus" button and a "Browse by O*NET Date:" dropdown), and "Crosswalks" (with a "Connect" button and an "Apprenticeship" dropdown). To the right of these are two more sections: "I want to be a..." (with a "Find It Now" button and "at My Next Move" text) and "ATTN: VETERANS" (with a "Put your military skills and experience to work in civilian life. Learn how at:" text, a "MY NEXT MOVE" logo, and a "Get Started" button). At the bottom right is a "The Green Economy" section with "Learn More" and "Search" buttons.

What will you decide?



✓ Create a Decision Making Framework

- Analyze the Effects of MS on Work
- Develop *Flourish Factor* Profile
- Research
- Compare options against your *Flourish Factor* Profile

Additional Support...

On-line Resources

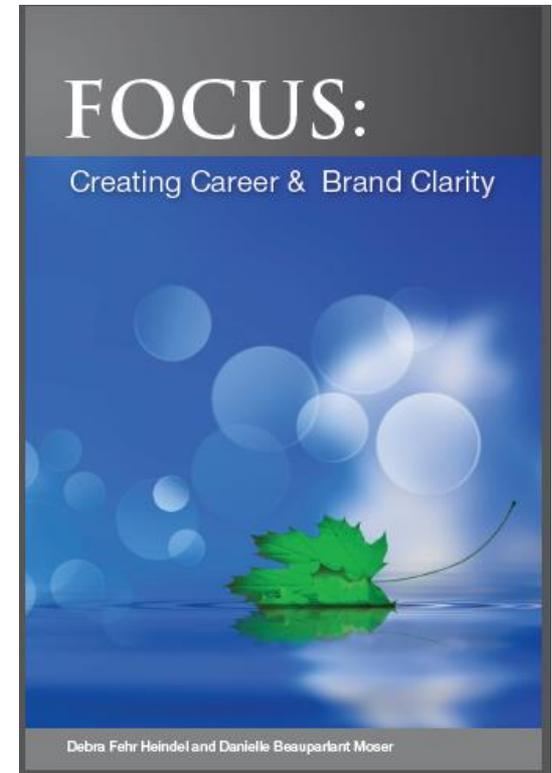
- ❑ National Multiple Sclerosis Society
 - Analyzing the Effects of MS on Work
 - Reasonable Accommodations
- ❑ Can Do Multiple Sclerosis
- ❑ Occupational Outlook Handbook
- ❑ O*net Online

Additional Support...

If you would like to purchase a copy of our book, we are pleased to offer a **20% discount** if purchased from our website.

<http://www.blendedlearningteam.com>

Please use this discount code: **BDP5F8AN**



Thank You!

**Questions?
Comments?**

Can Do MS Resources

e|NEWS
your best life update

Q&A

Can Do Library

Find these resources at www.MSCanDo.org.

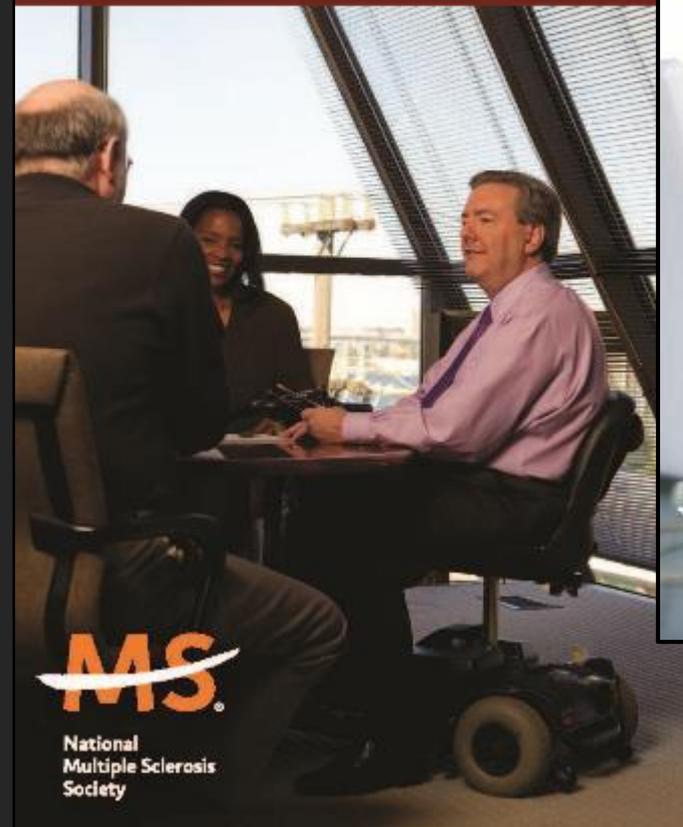
National MS Society Resources

The Win-Win
Approach to Reasonable
Accommodations

Should I Work?
INFORMATION FOR
EMPLOYEES LIVING WITH MS
EMPLOYMENT ISSUES

EMPLOYMENT
MATTERS

MANAGING
MS IN THE WORKPLACE



FEATURED VIDEO SERIES

Employment Matters: Managing MS in the Workplace

Learn how to navigate the complexities of managing work and MS through this six part video series and companion toolkit.

Part 1- Thinking Proactively About Employment

Part 2- Recent Changes to the Americans with Disabilities Act (ADA)

Part 3- Disclosure in the Workplace

Part 4- Managing Fatigue in the Workplace

Part 5- Managing Cognitive Challenges in the Workplace

Part 6- Assistive Technology and the Workplace

nationalMSSociety.org/employment

FOR **SKI** OR **RIDE** **MS** 2016



2016 EVENT DATES

Loon Mountain, NH - Feb. 6

Norway Mountain, MI - Feb. 13

Hunter Mountain, NY - Feb. 20

Crystal Mountain, WA - Feb 26 & 27

Vail Mountain, CO - Feb. 27

Squaw Valley, CA - Feb. 27

Schweitzer Mountain, ID - Mar. 5

7 MOUNTAINS. 1 CAUSE.

REGISTER TODAY!
mscando.org/verticalexpress



WEBINAR & TELELEARNING SERIES



Managing Your MS Symptoms With Technology



February, 23, 2016

Presented by:



EMD Serono

Teva Pharmaceuticals