SEL Helps Valued Outcomes to Happen: A Series of Examples…

SEL and Career Readiness

SEL is not only important in the classroom, it is also key to preparing our students for tomorrow's workplace. As manual and physical skills, as well as basic cognitive ones, will decline, demand for technological, social and emotional, and higher cognitive skills will grow.

A June 2021 report from the McKinsey Global Institute explains how our students will benefit from having a set of foundational skills that add value beyond what can be done by automated systems and intelligent machines. McKinsey's research defines the particular skills citizens are likely to require in the future world of work and suggest how proficiency in them can influence work-related outcomes, namely employment, income, and job satisfaction. They interviewed 18,000 people in 15 countries and identified four broad skills categories: Cognitive, interpersonal, self-leadership, and digital; and broke them down into 56 distinct elements of talent.

The chart below lists the foundational skills McKinsey's research strongly linked to high employment, high job satisfaction, and high income, and their alignment with the NJDOE's SEL Competencies and Sub-Competencies.

Proficiencies linked to higher likelihood of employment, job satisfaction, and high income	NJ SEL Competency/Sub Competency alignment
Cognitive: Adaptability	Self-Awareness: Recognize one's personal traits, strengths, and limitations
Cognitive: Synthesizing Messages	Social Awareness: Recognize and identify the thoughts, feelings and perspectives of others
Cognitive: Work-plan Development	Responsible Decision Making: Develop implement and model effective problem solving and critical thinking skills
Self-Leadership: Coping with Uncertainty	Relationship Skills: Identify who, when, where, or how to seek help for oneself or others when needed
Self-Leadership: Achievement Orientation	Self-Management: Recognize the skills needed to establish and achieve personal and educational goals
Self-Leadership: Self-motivation and Wellness	Self-Management: Identify and apply ways to persevere or overcome barriers through alternative methods to achieve one's goals
Self-Leadership: Self-Confidence	Self-Awareness: Recognize the importance of self-confidence in handling daily tasks and challenges

Self-Leadership: Integrity	Responsible Decision Making: Evaluate personal, ethical, safety and civic impact of decisions
Self-Leadership: Self Control and Regulation	Self-Management: Understand and practice strategies for managing one's own emotions, thoughts and behaviors
Interpersonal: Organizational Awareness	Relationship Skills – Practicing teamwork and collaborative problem-solving
Interpersonal: Fostering Inclusiveness	Social Awareness: Demonstrate an awareness of the differences among individuals, groups and others' cultural backgrounds
Interpersonal: Sociability	Social Awareness: Demonstrate an awareness of the expectations for social interactions in a variety of settings
Interpersonal: Role Modeling	Relationship Skills: Establish and maintain healthy relationships
Interpersonal: Empathy	Social Awareness: Recognize and identify the thoughts, feelings and perspectives of others

Link to McKinsey article: https://www.mckinsey.com/industries/public-and-social-sector/our-insights/defining-the-skills-citizens-will-need-in-the-future-world-of-work

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