



“Career Fingerprint: Exploring your Skills and Styles” Card Sort

《生涯指紋：探索技能編》排卡工具發佈會

16 April 2019



香港輔導教師協會
Hong Kong Association of Careers Masters and Guidance Masters



Programme Rundown

Time	Particulars	Person(s)-in-charge
3:40 - 4:00 pm	Registration	
4:00 - 4:05 pm	Welcoming remarks	Mr. Joseph Tsang
4:05 – 4:10 pm	Introduction of the project	Dr. Esther Ho
4:10 – 4:40 pm	Process of development and key findings from student and teacher survey	Dr. Chui Yat Hung & Mr. Jeff Man
4:40 – 5:10 pm	Applications and findings from focus groups	Mr. Raymond Ip & Mr. Ho Chun Yan
5:10 – 5:15 pm	Q&A	Dr. Esther Ho
5:15 – 5:30 pm	Demonstration of card sorting by student helpers	All R&D members and students from QualiEd College



Actualizing a new mission: *The Career Fingerprint*

Dr. Esther Ho





“Career guidance is both an individual and a social good; it helps **individuals** to progress in their learning and work, but it also help the effective functioning of the **labour and learning markets**, and contributes to a range of **social policy goals**, including social mobility and equity.”

(OECD, 2018)

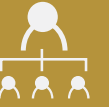


Figure 9: Core work-related skills

Abilities

Cognitive Abilities

- » Cognitive Flexibility
- » Creativity
- » Logical Reasoning
- » Problem Sensitivity
- » Mathematical Reasoning
- » Visualization

Physical Abilities

- » Physical Strength
- » Manual Dexterity and Precision

Basic Skills

Content Skills

- » Active Learning
- » Oral Expression
- » Reading Comprehension
- » Written Expression
- » ICT Literacy

Process Skills

- » Active Listening
- » Critical Thinking
- » Monitoring Self and Others

Cross-functional Skills

Social Skills

- » Coordinating with Others
- » Emotional Intelligence
- » Negotiation
- » Persuasion
- » Service Orientation
- » Training and Teaching Others

Systems Skills

- » Judgement and Decision-making
- » Systems Analysis

Complex Problem Solving Skills

- » Complex Problem Solving

Resource Management Skills

- » Management of Financial Resources
- » Management of Material Resources
- » People Management
- » Time Management

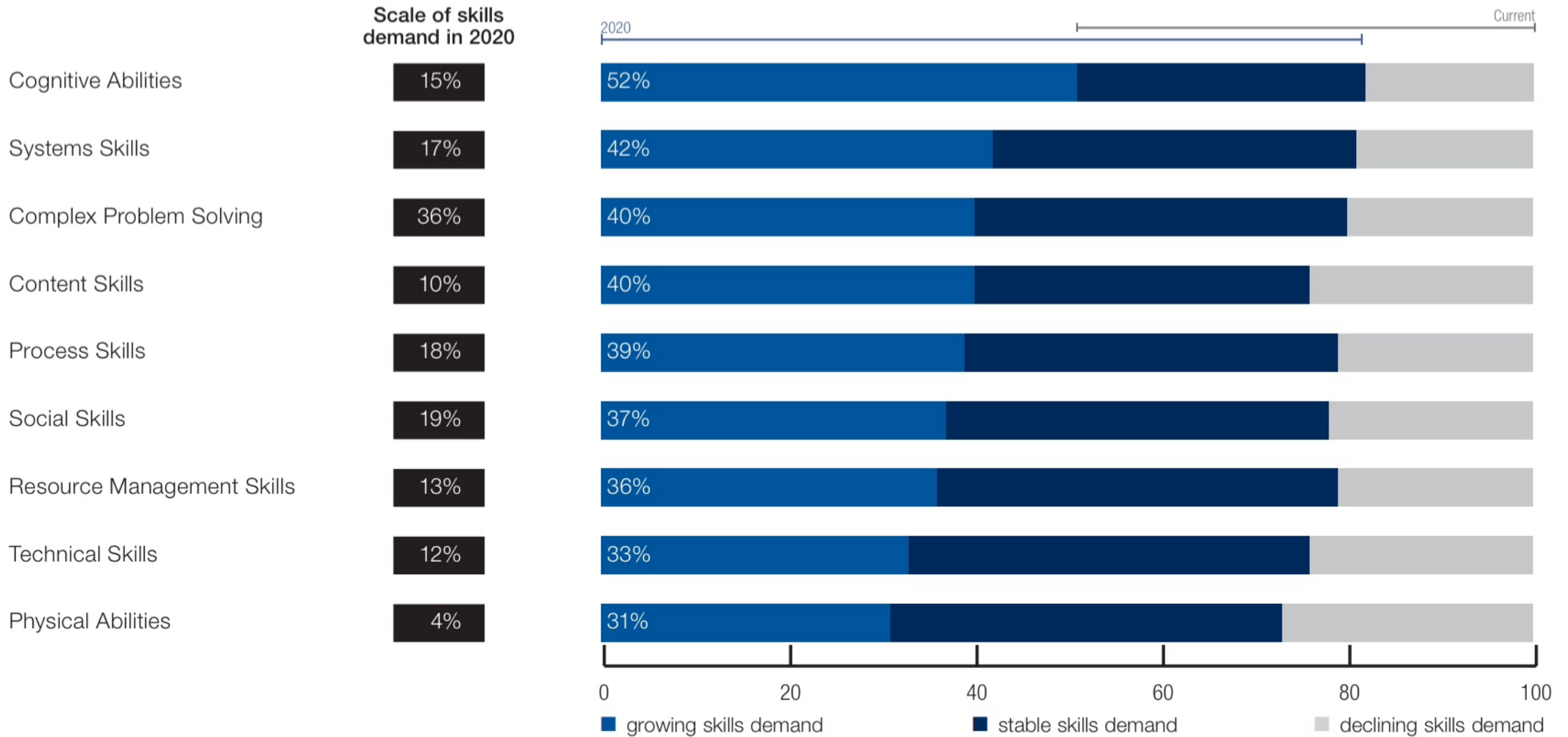
Technical Skills

- » Equipment Maintenance and Repair
- » Equipment Operation and Control
- » Programming
- » Quality Control
- » Technology and User Experience Design
- » Troubleshooting

Our challenge: Awareness of the changing skill demand to prepare the new generation as workforce

(World Economic Forum, 2016)

Figure 10: Change in demand for core work-related skills, 2015-2020, all industries
 Share of jobs requiring skills family as part of their core skill set, %



Source: Future of Jobs Survey, World Economic Forum.

(World Economic Forum, 2016)

Top Ten Skills for the Future Workforce

2015

- 1 Complex Problem Solving
- 2 Coordinating with Others
- 3 People Management
- 4 Critical Thinking
- 5 Negotiation
- 6 Quality Control
- 7 Service Orientation
- 8 Judgement & Decision Making
- 9 Active Listening
- 10 Creativity

2020

- 1  Complex Problem Solving
- 2  Critical Thinking
- 3  Creativity
- 4  People Management
- 5  Coordinating with Others
- 6  Emotional Intelligence
- 7  Judgement & Decision Making
- 8  Service Orientation
- 9  Negotiation
- 10  Cognitive Flexibility

《VTC職業資料庫》

<https://occupation-dictionary.vtc.edu.hk/>

《生涯指紋：探索技能編》排卡工具

簡介

香港輔導教師協會對推動本港中學界升學就業與學校輔導的專業化一直不遺餘力。為慶祝本會成立六十周年，我們推出嶄新的計劃《生涯指紋》。

《生涯指紋》為由本會發展一系列生涯卡工具的統稱。本會自 2008 年發行第一套職業排卡以來，致力發展不同的工具（如：《職業卡：未來工作想像版》；《築夢工程》等），讓輔導人員以班、小組或個人的形式進行質性的生涯評估。經過創作和研究團隊兩年來的努力，我們正式推出《生涯指紋：探索技能編》第一版！

近年愈來愈多有關人力資源發展的討論，關注「技能」(skills)、「素養」(competency)、「工作風格」(styles) 對年青一代的重要性。《生涯指紋：探索技能編》讓輔導人員透過排卡等不同活動，促進學生了解個人的技能、工作能力、工作風格和態度的模式，以及這些特質與不同職業的關係，鼓勵學生持續進步、探索不同的可能，進而為目標訂立行動計劃。這套卡亦可用於引領活動後的解說，以及如正向教育等的其他教育用途。

設計及內容

精裝設計及物料，每套排卡盒裝包括：使用手冊（36 頁；6 個互相扣連活動流程；中英對照）、技能/風格卡 54 張（中英對照）、分類卡 8 張（中英對照）。



《生涯指紋：探索技能編》排卡工具

訂購表格（只能在 2019 年 5 月 30 日或之前訂購方可享有優惠價）

訂購方法

香港輔導教師協會以非牟利形式售予學校。如在學校課堂作班本活動，建議每所學校訂購十套。

項目	單價 (不包括送貨費用)	數量	項目小計
《生涯指紋：探索技能編》排卡工具 (中英文版)	\$600 *優惠價 \$500 (*只限在 2019 年 4 月 30 日或之前訂購)		
提貨方法(請加“√”號)			
<input type="checkbox"/> 定額運費(須送貨服務者適用)	\$2000		
<input type="checkbox"/> 自取(須先以支票全數付清,並由學校派員憑提貨單到所示地點領取已訂購之物品。)	\$0		

發佈會即場購買，
可填表格後付現金，
收據稍後寄往學校

註：

- (一) 2019 年 4 月 16 日發佈會當天即時訂購及取貨：可付現金
- (二) 請以劃線支票抬頭寫：「香港輔導教師協會有限公司」或 “Hong Kong Association of Careers Masters and Guidance Masters Limited”，連同本訂購單寄「九龍塘沙福道 19 號教育局九龍塘教育服務中心東座平台 EP05 室香港輔導教師協會有限公司收」。如有查詢可致電本會（電話 26711722；傳真 2671 0703；電郵 hkacmgm@gmail.com）。

學校/機構資料：

學校/機構名稱：(英文)

(中文)

教師/人員姓名：

聯絡電話：

電郵地址：

學校/機構地址：(中文)