

ENTREPRENEURSHIP FOR ENGLISH MAJOR

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Foundational Skills for Future Work

Week 3

56 FOUNDATIONAL SKILLS FOR FUTURE WORK

Based on the research conducted by McKinsey & Company, they identified 56 foundational skills that will help citizens thrive in the future work.

These 56 distinct elements of talent across 13 skill groups and four big categories.

Source: McKinsey & Company

Our research identified 56 foundational skills that will help citizens thrive in the future of work.

56 DELTAS¹ across 13 skill groups and four categories

Cognitive		Interpersonal	
Critical thinking <ul style="list-style-type: none"> ● Structured problem solving ● Logical reasoning ● Understanding biases ● Seeking relevant information 	Planning and ways of working <ul style="list-style-type: none"> ● Work-plan development ● Time management and prioritization ● Agile thinking ● Ability to learn 	Mobilizing systems <ul style="list-style-type: none"> ● Role modeling ● Win-win negotiations ● Crafting an inspiring vision ● Organizational awareness 	Developing relationships <ul style="list-style-type: none"> ● Empathy ● Inspiring trust ● Humility ● Sociability
Communication <ul style="list-style-type: none"> ● Storytelling and public speaking ● Asking the right questions ● Synthesizing messages ● Active listening 	Mental flexibility <ul style="list-style-type: none"> ● Creativity and imagination ● Translating knowledge to different contexts ● Adopting a different perspective ● Adaptability 	Teamwork effectiveness <ul style="list-style-type: none"> ● Fostering inclusiveness ● Motivating different personalities ● Resolving conflicts ● Collaboration ● Coaching ● Empowering 	
Self-leadership		Digital	
Self-awareness and self-management <ul style="list-style-type: none"> ● Understanding own emotions and triggers ● Self-control and regulation ● Understanding own strengths ● Integrity ● Self-motivation and wellness ● Self-confidence 		Digital fluency and citizenship <ul style="list-style-type: none"> ● Digital literacy ● Digital learning ● Digital collaboration ● Digital ethics 	
Entrepreneurship <ul style="list-style-type: none"> ● Courage and risk-taking ● Driving change and innovation ● Energy, passion, and optimism ● Breaking orthodoxies 		Software use and development <ul style="list-style-type: none"> ● Programming literacy ● Data analysis and statistics ● Computational and algorithmic thinking 	
Goals achievement <ul style="list-style-type: none"> ● Ownership and decisiveness ● Achievement orientation ● Grit and persistence ● Coping with uncertainty ● Self-development 		Understanding digital systems <ul style="list-style-type: none"> ● Data literacy ● Smart systems ● Cybersecurity literacy ● Tech translation and enablement 	

¹Distinct elements of talent.

COGNITIVE AND INTERPERSONAL SKILLS

Cognitive		Interpersonal	
Critical thinking <ul style="list-style-type: none">● Structured problem solving● Logical reasoning● Understanding biases● Seeking relevant information	Planning and ways of working <ul style="list-style-type: none">● Work-plan development● Time management and prioritization● Agile thinking	Mobilizing systems <ul style="list-style-type: none">● Role modeling● Win-win negotiations● Crafting an inspiring vision● Organizational awareness	Developing relationships <ul style="list-style-type: none">● Empathy● Inspiring trust● Humility● Sociability
Communication <ul style="list-style-type: none">● Storytelling and public speaking● Asking the right questions● Synthesizing messages● Active listening	Mental flexibility <ul style="list-style-type: none">● Creativity and imagination● Translating knowledge to different contexts● Adopting a different perspective● Adaptability● Ability to learn	Teamwork effectiveness <ul style="list-style-type: none">● Fostering inclusiveness● Motivating different personalities● Resolving conflicts	<ul style="list-style-type: none">● Collaboration● Coaching● Empowering

Source: McKinsey & Company

SELF-LEADERSHIP AND DIGITAL SKILLS

Self-leadership	Digital
Self-awareness and self-management <ul style="list-style-type: none">● Understanding own emotions and triggers● Self-control and regulation● Understanding own strengths● Integrity● Self-motivation and wellness● Self-confidence	Digital fluency and citizenship <ul style="list-style-type: none">● Digital literacy● Digital learning● Digital collaboration● Digital ethics
Entrepreneurship <ul style="list-style-type: none">● Courage and risk-taking● Driving change and innovation● Energy, passion, and optimism● Breaking orthodoxies	Software use and development <ul style="list-style-type: none">● Programming literacy● Data analysis and statistics● Computational and algorithmic thinking
Goals achievement <ul style="list-style-type: none">● Ownership and decisiveness● Achievement orientation● Grit and persistence● Coping with uncertainty● Self-development	Understanding digital systems <ul style="list-style-type: none">● Data literacy● Smart systems● Cybersecurity literacy● Tech translation and enablement

Source: McKinsey & Company

CRITICAL THINKING

1. Structured problem solving
2. Logical reasoning
3. Understanding biases
4. Seeking relevant information

Critical thinking is a kind of thinking in which you **question, analyse, evaluate** and **make a judgement** about what you read, hear, say, or write. The term *critical* comes from the Greek word *kritikos* meaning “**able to judge or discern**”. Good critical thinking is about making reliable judgements based on reliable information. (Team, 2022)

PLANNING AND WAYS OF WORKING

Planning and the ways of working are two important skills needed in the current industry. It consists of these following skills:

1. Work-plan development
2. Time management and prioritizing
3. Agile thinking
4. Ability to learn

COMMUNICATION SKILL

Almost all fields of work need good communication skills, further more those who intend to be entrepreneur. Having good communication is a must-have skill to communicate with investors, partners, customers, and all the related parties. Communication here mainly is about:

1. Storytelling and public speaking
2. Asking the right questions
3. Synthesizing messages
4. Active listening

MENTAL FLEXIBILITY

It is obvious that young generations are required to have mental flexibility to be able to survive in the future work. They need to have:

1. Creativity and imagination
2. Translating knowledge to different contexts
3. Adopting a different perspective
4. Adaptability

MOBILIZING SYSTEMS

Mobilizing system can then be defined as: a socio-technological system that motivates and coordinates people to work towards a given objective—thus efficiently rallying their efforts (Heylighen, Kostov, & Kiemen, 2012)

1. Role modelling
2. Win-win negotiations
3. Crafting an inspiring vision
4. Organizational awareness

DEVELOPING RELATIONSHIPS

These skills are useful not only for future career but also as the important part of entrepreneurship. An entrepreneur has to be able to develop relationships which includes:

1. Empathy
2. Inspiring trust
3. Humility (rendah hati)
4. Sociability

TEAMWORK EFFECTIVENESS

To become entrepreneur means working collaboratively with other. None of entrepreneur work alone. That is why teamwork effectiveness becomes one of the important skills for your future work as defined by McKinsey research.

Teamwork effectiveness includes :

1. Fostering inclusiveness
2. Motivating different personalities
3. Resolving conflicts
4. Collaboration
5. Coaching
6. Empowering

SELF-AWARENESS AND SELF-MANAGEMENT

If you think the title here as one of the most important skills needed for future work, moreover for the entrepreneurs. The self-awareness is put first before self-management, it means to be aware of yourself has to be the priority before you take care of your business or your environment. This part includes:

1. Understanding own emotions and triggers
2. Self-control and regulation
3. Understanding own strengths
4. Integrity
5. Self-motivation and wellness
6. Self-confidence

ENTREPRENEURSHIP

As I said earlier that entrepreneurship is not only for those taking business major or concentration but it is necessary for other fields as well. Most importantly having entrepreneurial mindset such:

1. Courage and risk-taking
2. Driving change and innovation
3. Energy, passion, optimism
4. Breaking orthodoxies

GOALS ACHIEVEMENT

1. Ownership and decisiveness (ketegasan)
2. Achievement orientation
3. Grit and persistence (kegigihan dan ketekunan)
4. Coping with uncertainty
5. Self-development

DIGITAL LITERACY

1. Digital learning
2. Digital collaboration
3. Digital ethnics
4. Programming literacy
5. Data analysis and statistics
6. Computational and algorithmic thinking

DIGITAL LITERACY

Digital proficiency seems to be very important skills to have, especially in this pandemic situation where almost everything is going digital. Realizing how important the digital literacy is, JIU provides IT courses and multimedia course for all majors, including English Literature major, to introduce the digital world and improve the digital competencies of our students.

However, digital literacy is not always about coding and programming. According to Nugroho and Nasionalita, digital literacy is the ability to understand and use the information from various digital resources which is not only reading the words but also the process of thought and information evaluation found from the digital sources itself. (Nugroho & Nasionalita, 2020) Therefore, it about the way you absorb the information then use it or share it.

SUMMARY

To summarize this chapter, I can say that the 56 DELTAS we discussed just now are will also be very important to become entrepreneur, especially those coming from English major. It is important to occupy English major students with those skills in order to be able to compete with students from other majors.

Furthermore, research of Mckinsey suggested that university curriculum should be reviewed and updated to focus more strongly on the DELTAs. Given the weak correlation between proficiency in self-leadership and interpersonal DELTAs and higher levels of education, strong curricula focus on these soft skills may be appropriate. (Dondi, Klier, Panier, & Schubert, 2021)



THANK YOU

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