

How do Underdogs Win?


The underpinnings of a successful HRD program



*have a happy “fly” life

"IT TAKES
MONEY TO
MAKE MONEY"

50¢



→

SCHWADRON

So how is this going to work....

- Unemployed
- Underemployed at or below 200% of federal poverty guidelines
- Are working and are eligible for federal earned income tax credit
- Have received notification of a pending layoff

...So how do we create successes with limited or no money?

What do these people have in common?

- Howard Schultz: founder of Starbucks
- Oprah Winfrey: Media mogul, talk show host, magazine, TV network, countless other business ventures
- John Paul DeJoria: Co-Founder of Paul Mitchell hair care systems and now launched into liquor industry with Patron tequila, Owner House of Blues
- Do Won Chang: Founder of Forever 21
- JK Rowling: Harry Potter
- Leonardo Del Vecchio: Prescription eyewear; Oakley & Ray-Ban
- Shania Twain: Country Music Superstar
- Richard Branson: Virgin Records, Virgin Airlines
- Guy Laliberte: CEO of Cirque Du Soleil
- Ralph Lauren: Created Polo Ralph Lauren Empire
- Tyler Perry: American actor, playwright, filmmaker, and comedian.

They had very humble beginnings!

- Howard Schultz: Grew up in a low-income housing complex
- Oprah Winfrey: born into an extremely poor family in rural Mississippi and suffered countless tragedies as a young girl.
- John Paul DeJoria: Parents immigrated to America when he was just a baby. As his family struggled to make ends meet, DeJoria tried to help out the household by selling newspapers and Christmas cards when he was just a child. Despite his efforts he was eventually forced to enter the foster care system because his family could not support themselves.
- Do Won Chang: Immigrated to America from Korea in 1981. With little to no money, Chang actually worked three less than glamorous jobs as a janitor, gas station attendant, and barista to support himself and his wife in their new home.
- JK Rowling: Impoverished single mother living on welfare and struggling with depression over her situation in life.
- Leonardo Del Vecchio: The young boy had four siblings and because his widowed mother just couldn't manage to support her young brood of children, Del Vecchio ended up growing up in an orphanage.
- Shania Twain: Grew up in rural Canada and her family was so poor that the young Shania would sing in bars in order to make money for food. The family struggled immensely and had a hard time moving beyond their poverty. Just as her career looked to be taking off her mother and stepfather were killed in a car accident and Twain moved back home to care for her siblings.
- Richard Branson: The energetic Brit struggled academically and ended up dropping out of school at a young age.
- Guy Laliberte: Started his career in the entertainment industry by playing the accordion, eating fire, and stilt-walking on the streets for whatever change people would give him.
- Ralph Lauren: Raised in the Bronx and dropped out of college to join the Army. Worked for years at Brooks Brothers selling ties to men.
- Tyler Perry: Suffered brutal physical abuse at the hands of his father and severe sexual abuse at the hands of several adults. Inside or outside the home, Tyler says he never felt safe.

The truth about that “money”

- 90% of all Entrepreneurial Start ups fail....of those getting Angel Investment money only 5 to 10% yield a successful business venture
- Access to capital/money is often cited as the biggest hurdle
- This carries over into everyday life if we don't have a compelling goal and are only simple only looking to make wealth for ourselves we are much more likely to spend whatever discretionary resources---time, effort, or money on recreational activities or material things that may bring short-term satisfaction yet do not contribute to long term growth or lasting changes. And, in many ways, this tendency to spend rather than invest actually undermines our ability to create true wealth. In this way, the choices we make (or don't make) can have a profound impact on our lives. We dwell on serving ourselves, competing for a paycheck or larger paycheck always waiting for more.

Think about all the
“Generational Classes”

With all our differences it is the underlying needs that we can find common ground and common threads...

- The want to be respected and listened to or hear
- Do meaningful work, be part of something that matters
- Have opportunities and be part of something bigger

Where
the magic
happens

...

Your
Comfort
Zone



<https://www.youtube.com/watch?v=nZpUBwkKlGc&list=PLu5obkHUb8ogebaTisBSuEfKa4Q0HG4Xm&index=6>



Be stubborn with
your goals but
flexible with the
approach!



- Personal Development Goals
- Business and Career Goals
- Toys and Adventure Goals
- Community Contribution Goals

Balanced Goals



- What is the next best thing I can do to lead me towards my goal?
- How can I turn this around
- What is it that I have to do next to get me to where I want to go?
- What I am missing here?
- How do I overcome this obstacle?

Focus on the solution, not the problem
Failure is how you learn

Subject

Given a list of 55 adjectives and picks six that they feel describe their personality in a minute you will place them on your own Johari window.



Peers

Given the same list and each will pick six adjectives that they feel describe the subject and place them in the envelope.

Activity

Johari Window Adjectives List

Able	Mature
Accepting	Modest
Adaptable	Nervous
Bold	Observant
Brave	Organized
Calm	Patient
Caring	Powerful
Cheerful	Proud
Clever	Quiet
Complex	Reflective
Confident	Relaxed
Dependable	Religious
Dignified	Responsive
Energetic	Searching
Extroverted	Self-assertive
Friendly	Self-conscious
Giving	Sensible
Happy	Sentimental
Helpful	Shy
Idealistic	Silly
Independent	Spontaneous
Ingenious	Sympathetic
Intelligent	Tense
Introverted	Trustworthy
Kind	Warm
Knowledgeable	Wise
Logical	Witty
Loving	



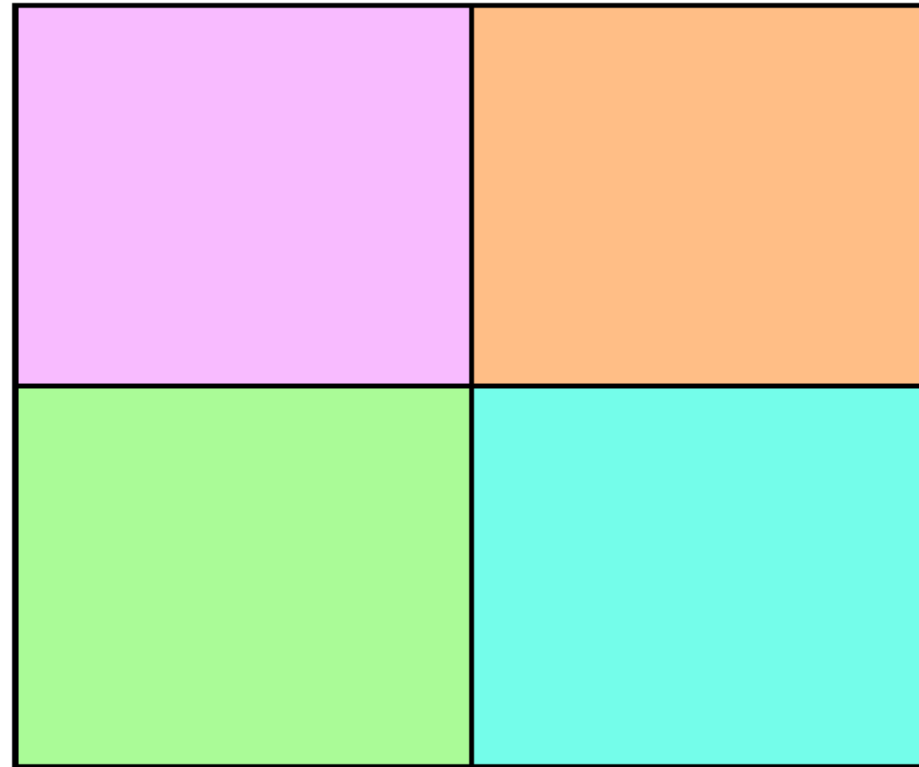
These
windowpanes
represent our
personality.

Things I know
about myself

Things I **don't** know
about myself

Things others know
about me

Things others **don't**
know about me



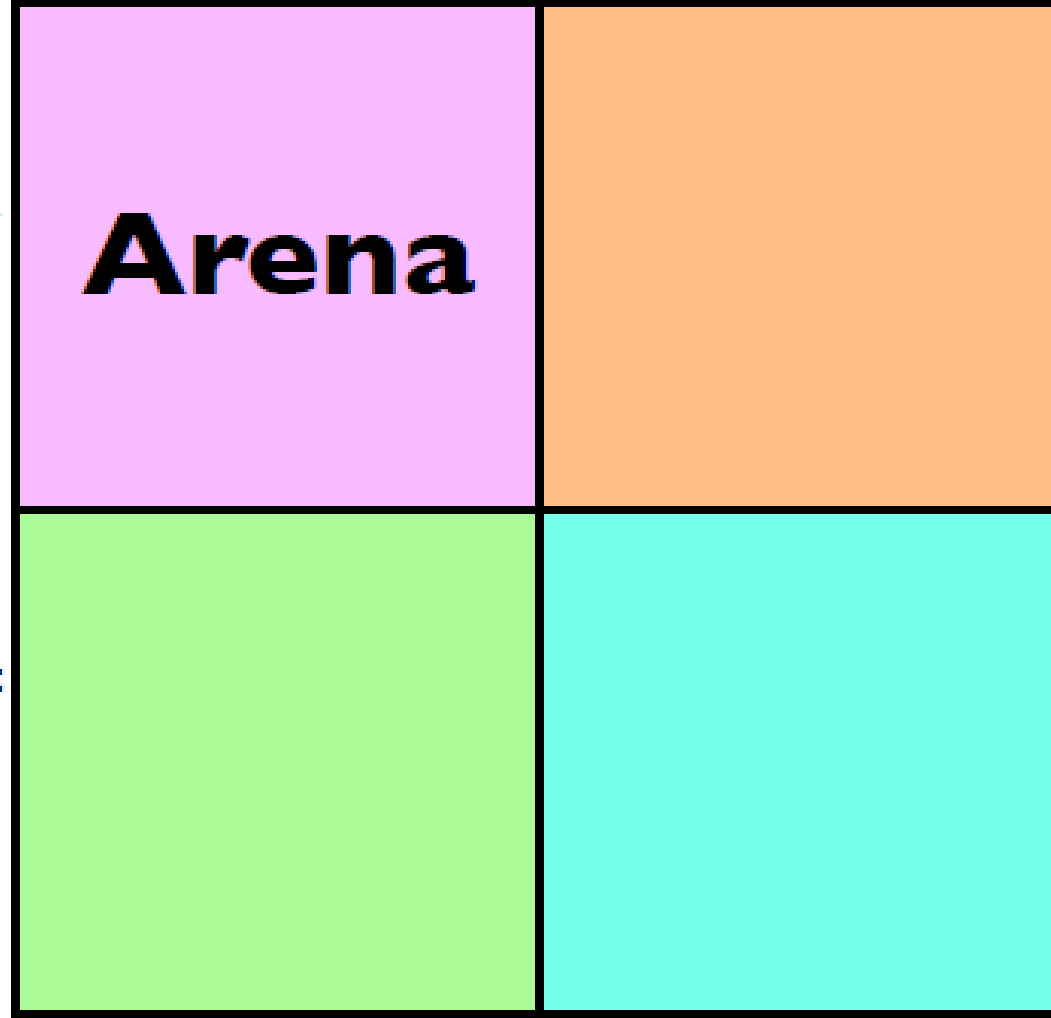
Things I know
about myself

Things I **don't** know
about myself

Things others know
about me

Arena

Things others **don't**
know about me



Things I know
about myself

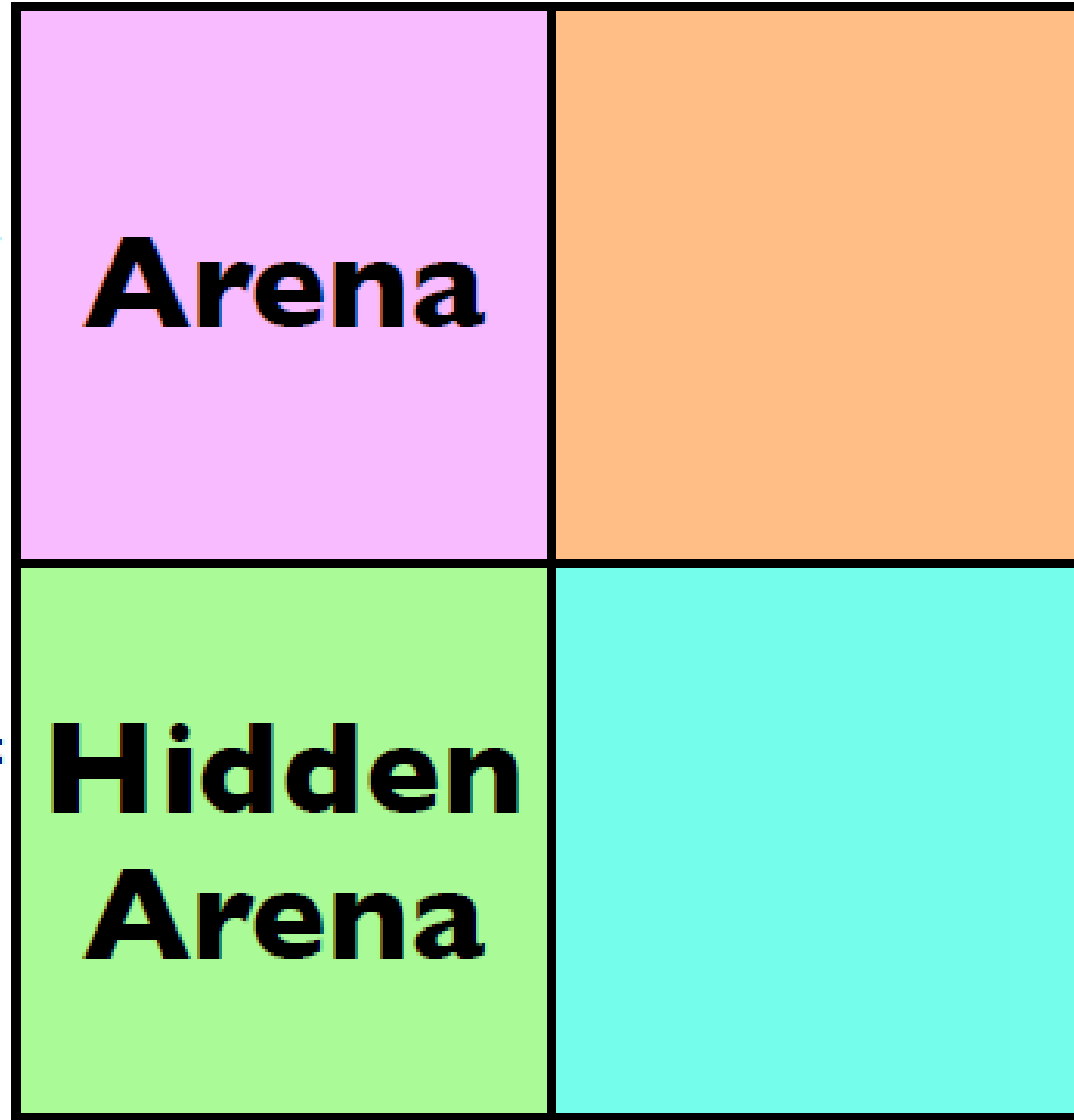
Things I **don't** know
about myself

Things others know
about me

Arena

Things others **don't**
know about me

**Hidden
Arena**



Things I know
about myself

Things I **don't** know
about myself

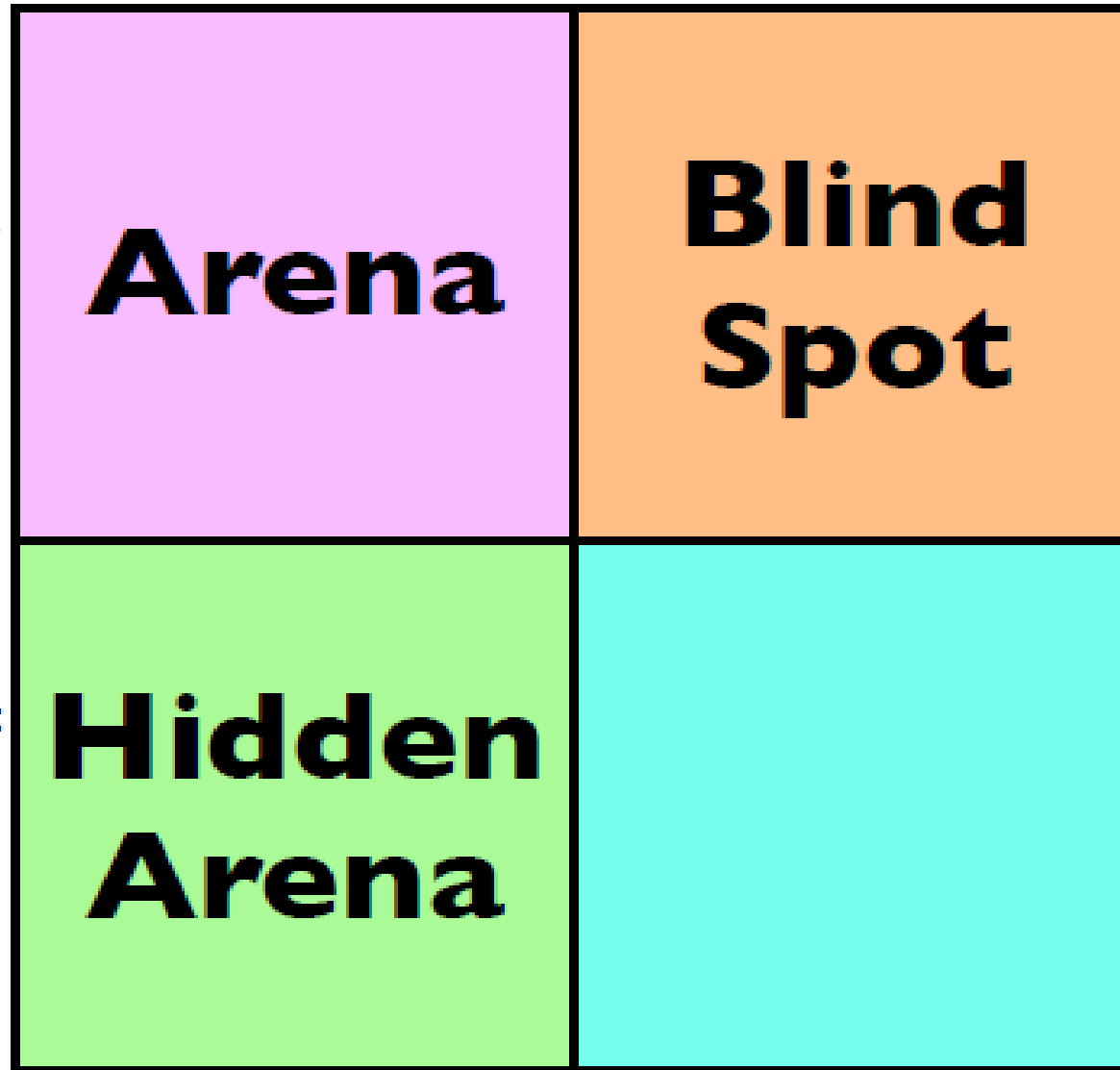
Things others know
about me

Arena

**Blind
Spot**

Things others **don't**
know about me

**Hidden
Arena**



Things I know
about myself

Things I **don't** know
about myself

Things others know
about me

Arena

**Blind
Spot**

Things others **don't**
know about me

:

**Hidden
Arena**

**Unknown
Arena**

Things I know
about myself

Things I **don't** know
about myself

Things others know
about me

Arena

**Blind
Spot**

Door that only
unlocks from the
inside
SELF DISCLOSURE

Things others **don't**
know about me

:

**Hidden
Arena**

**Unknown
Arena**

What's the POINT?

Information can move from one pane to the next as you develop mutual trust, share hopes and dreams, and find similarities and things in common with others.

We get over our differences and start to trust each other as classmates and teammates.

Or TEAM

Known by Self

Unknown by Self

ASK ————▶

TELL

Feedback Solicitation

ARENA

(Public, Open Area)

Blind Spot

Known by Others

Self Disclosure

Shared Discovery

Unknown by Others

**FACADE
(Avoided, Hidden Area)**

Unknown



Understand who you truly are.

Powerful, scientifically validated personality tests to help you grow and find your way in life.



Find Your Personality Type

Understand your personality type deeply with the most comprehensive personality type test available online.



TRUITY

LOGIN

CREATE NEW ACCOUNT

PERSONALITY TESTS ▾

PERSONALITY TYPES ▾

LEARN ▾

FOR BUSINESS & PROS ▾

PERSONALITY TESTS BASED ON MYERS, BRIGGS, & JUNG

ENNEAGRAM TEST

BIG FIVE PERSONALITY TEST

CAREER TESTS

OTHER TESTS

Understand who you truly are.

Powerful, scientifically validated personality tests to help you grow and find your way in life.



Understand who you truly are.

Powerful, scientifically validated personality tests to help you grow and find your way in life.



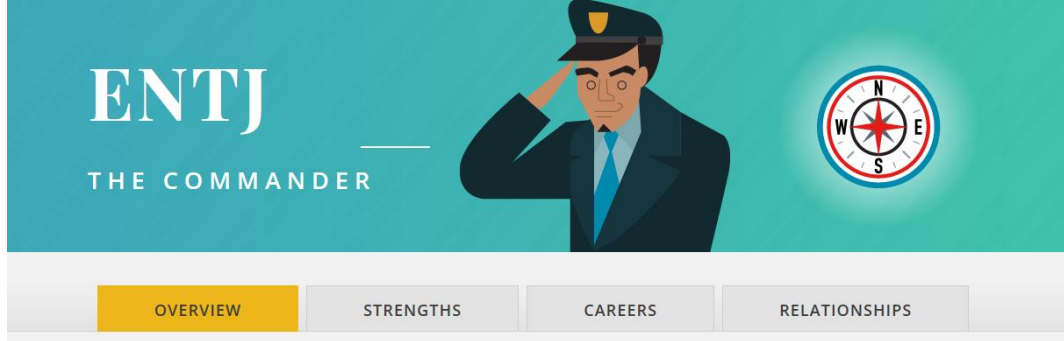
- INFP
- INFJ
- ENFP
- ENFJ
- INTP
- INTJ
- ENTP
- ENTJ
- ISTP
- ISFP
- ISTJ
- ISFJ
- ESTP
- ESFP
- ESTJ
- ESFJ
- SEE ALL TYPES



01

Find Your Personality Type

Understand your personality type deeply with the most comprehensive personality type test available online.



The ENTJ Personality Type

ENTJs are strategic leaders, motivated to organize change. They are quick to see inefficiency and conceptualize new solutions, and enjoy developing long-range plans to accomplish their vision. They excel at logical reasoning and are usually articulate and quick-witted.

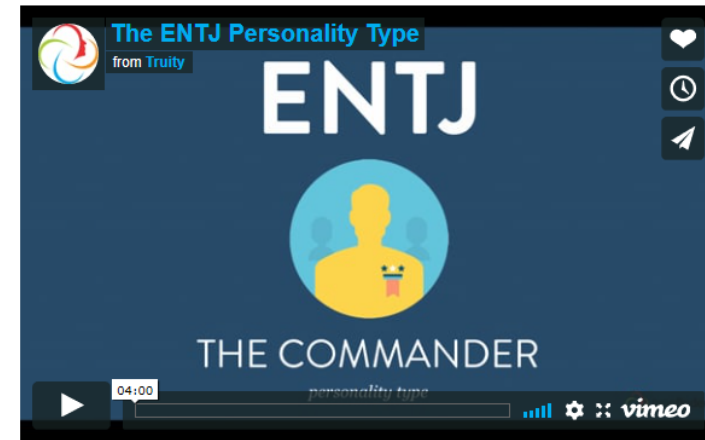
ENTJs are analytical and objective, and like bringing order to the world around them. When there are flaws in a system, the ENTJ sees them, and enjoys the process of discovering and implementing a better way.

ENTJs are assertive and enjoy taking charge; they see their role as that of leader and manager, organizing people and processes to achieve their goals.

An illustration for a personality test. It shows a laptop on a desk with a potted plant and a pen holder. The laptop screen displays a hand holding a clock with question marks. Below the illustration, the text reads 'Are you an ENTJ?' in large yellow letters, followed by 'Take the test and know for sure' and a yellow button that says 'TAKE THE TEST'.

What does ENTJ stand for?

ENTJ is an acronym used to describe one of the sixteen personality types created by [Katharine Briggs](#) and [Isabel Myers](#). It stands for Extraverted, iNtuitive, Thinking, Judging. ENTJ indicates a person who is energized by time spent with others (Extraverted), who focuses on ideas and concepts rather than facts and details (iNtuitive), who makes decisions based on logic and reason (Thinking) and who prefers to be planned and organized rather than spontaneous and flexible (Judging). ENTJs are sometimes referred to as Commander personalities because of their innate drive to lead others.



How common is the ENTJ personality type?

ENTJ is one of the least common types in the population, and the rarest type among women (with [INTJ](#)).

ENTJs make up:

- 2% of the general population
- 3% of men
- 1% of women

Famous ENTJs

[Famous ENTJs](#) include Margaret Thatcher, Napoleon Bonaparte, Carl Sagan, General Norman Schwarzkopf, David Letterman, Douglas MacArthur, Harrison Ford, and Quentin Tarantino.

For more information: [Famous ENTJs](#)

ENTJ Values and Motivations

ENTJs are often very motivated by success in their careers and enjoy hard work. They are ambitious and interested in gaining power and influence. To the ENTJ, decision-making is a vocation. They want to be in a position to make the call and put plans into motion.

ENTJs tend to be blunt and decisive. Driven to get things done, they can sometimes be critical or brusque in the pursuit of a goal. They are typically friendly and outgoing, although they may not pick up on emotional subtleties in other people. They often love working with others toward a common goal, but may not find time to attend to their feelings. They are focused on results and want to be productive, competent, and influential.

How Others See the ENTJ

ENTJs are natural leaders, and often take charge no matter where they are. They typically have a clear vision for the future, and intuitively understand how to move people and processes towards that goal. They tend to approach every situation with the attitude of an efficiency analyst, and are not shy about pointing out what could be done better. For the ENTJ, their ideas are a foregone conclusion: it's just a matter of time before they can move the players to get everything accomplished.

ENTJs are often gregarious, and seem to have an idea for how a person will fit into their grand scheme from the moment they are introduced. They are typically direct and may seem presumptuous or even arrogant; they size people and situations up very quickly, and have trouble being anything but honest about what they see. ENTJs are sensitive to issues of power, and seek positions and people of influence. They are characteristically ambitious, and often very engaged in their careers. More than any other type, [ENTJs](#) enjoy their work, and may even say that working is what they do for fun.

ENTJ Hobbies and Interests

Popular hobbies for ENTJs include taking leadership positions in community groups, attending social gatherings or sporting events, and playing competitive sports. Because ENTJs are so often focused on their careers, they may have few interests outside of work, or they may participate in leisure activities that also help to further their careers.

Facts about ENTJs

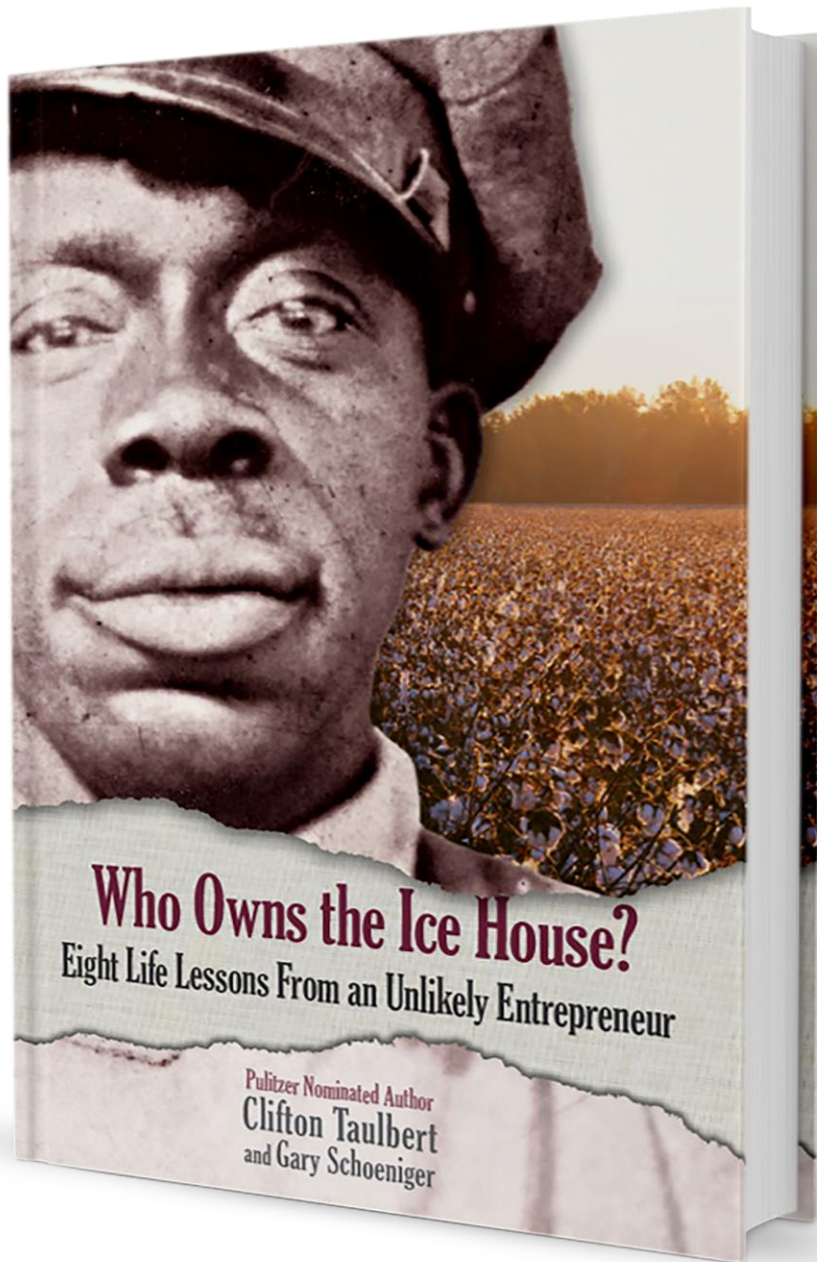
Interesting [facts about the ENTJ](#):

- On personality trait measures, score as Ambitious, Forceful, Optimistic, Egotistical, Adaptable, and Energetic
- Least likely of all types to report stress resulting from work or finances
- More likely than average to suffer cardiac problems
- Among the least likely of all types to believe in a higher spiritual power
- Among top 4 types in college GPA
- Among most likely to stay in college
- Personal values include Home/Family, Achievement, Creativity, and Learning
- Overrepresented among MBA students and small business owners
- One of two types most likely to be satisfied with their work

Source: [MBTI Manual](#)

Goes on to outline:

- [Identity Type Strengths/Weaknesses](#)
- [Growth and Development](#)
- [Career and Work Styles](#)
- [Compatibility and Relationships](#)



Course Elements



Consume

Course content, companion text, and video case studies featuring entrepreneurs and students who have succeeded by embracing an entrepreneurial mindset



Review

Multiple choice lesson reviews to assess basic knowledge comprehension of the eight life lessons



Discuss

Discussion topics and in-class activities designed to foster peer-to-peer interaction and analysis



Apply

Application assignments to apply lesson content and to immerse students in real world, problem-based entrepreneurial experiences through the Opportunity Discovery Process



Share

Shared experiences, presentations, and guest lectures to foster communication and collaboration



Reflect

Individual reflections that encourage students to reflect on what they are learning and how it can be applied to academic and life goals

Course Delivery

- ✓ ALL-DIGITAL CONTENT DELIVERY
- ✓ FULL LEARNING MANAGEMENT SYSTEM (LMS) INTEGRATION
- ✓ FULL SEMESTER (15 WEEKS) OR HALF SEMESTER (8 OR 10 WEEKS) SCHEDULE
- ✓ CLASSROOM OR ONLINE COURSE DELIVERY
- ✓ 1 CREDIT HOUR OR 3 CREDIT HOUR VERSIONS

The Entrepreneurial Mindset is Optimized for Learning

Creativity
Critical Thinking
Communication
Collaboration
Resilience
Resourcefulness

Course Objectives

- **Redefine Entrepreneurship**
- **Inspire Students with Real World Examples**
- **Engage in Entrepreneurial Process**
- **Focus on the Mindset - Broad Applicability**
- **Connect Classroom & Community**
- **Facilitated Delivery**



Course Structure

- Small wins
- Relatable social models
- Mentor/guide/facilitator
- Ability to self regulate

Source: Adapted from Bandura

Eight Core Concepts

5
Creating
Wealth

6
Building
Your Brand

7
Creating
Community

8
Power of
Persistence

2
Recognizing
Opportunities

3
Ideas
Into Action

4
Pursuit of
Knowledge

1
The Power to Choose

CORE CONCEPTS

1

Power of Choice

The ability to choose is fundamental to an entrepreneurial mindset, enabling conscious choices rather than circumstances to determine the course of our lives.

2

Recognizing Opportunity

An entrepreneurial mindset sees problems as opportunities, recognizing that solving problems for others is a viable path to individual empowerment.

3

Ideas into Action

An entrepreneurial mindset is action oriented, focusing time and energy on things we can change, rather than things we cannot; thereby overcoming self-imposed limitations and putting ideas into action.

4

Pursuit of Knowledge

An entrepreneurial mindset is self-directed, understanding the power of knowledge combined with effort and the value of lifelong learning to achieve one's goals.

ADVANCED CONCEPTS

5

Creating Wealth

An entrepreneurial mindset is resourceful, leveraging existing resources to advance ideas and creating value for others while empowering one's self.

6

Building your Brand

An entrepreneurial mindset builds a brand of reliability where actions speak louder than words and following through on simple solutions leads to unforeseen opportunities.

7

Creating Community

An entrepreneurial mindset understands the power of creating an intentional community of positive influence and critical guidance by surrounding themselves with others who have been where they intend to go.

8

The Power of Persistence

Hard work, perseverance, and determination are the hallmarks of an entrepreneurial mindset, enabling ordinary people to persist through challenges, setbacks, and self-doubt.

Why Career Exploration plans are Critical

- Career Exploration helps students “connect the dots between school and career in ways that keep them motivated to graduate with the skills they will need
- Improves attitudes of young people about career possibilities, motivating them to persevere
- Gives the student broader exposure to the working world they will one day enter or re-enter
- Improves knowledge of careers options
- Allows students to envision themselves in particular roles
- Allows the school to market target problems with “linked job opportunities to ensure success



Employability Skills

Essential Skills for Career Growth

Preparing the Local Workforce to
Meet Business and Industry Demands



Gain Essential Skills for Career Growth

In the 2018 Employability Skills Alignment Project Survey, more than half of employers who responded indicated a lack of employability skills among prospective employees when hiring. The North Carolina Community College System is committed to closing the gap between training and employer needs.

Using curriculum designed through the Employability Skills Alignment Project, the 58 North Carolina Community Colleges are offering employability skills training in the eight topics outlined in this brochure, as identified by surveyed employers.

The training is non-industry specific and recommended for current and prospective employees in any sector.

The employability skills training curriculum is designed to promote the development and improvement of employability skills needed in the workplace. Each module is available online.

Prepare now to advance in your career beyond the competition. Enroll today in Employability Skills Training provided by your local community college.

Visit your local community college today for more information.



Employability Skills Training Modules

CRITICAL AND ANALYTICAL THINKING

- Synthesize, compare and interpret information
- Critically review and analyze data
- Test possible solutions

PROBLEM SOLVING AND DECISION MAKING

- Identify problems
- Communicate and respond to issues
- Implement solutions

CULTURAL SENSITIVITY

- Accept customs and individual preferences of others
- Exhibit flexibility and open-mindedness
- Value diversity of approaches and ideas

INTERPERSONAL SKILLS

- Maintain a positive attitude
- Listen to and consider others' viewpoints
- Accept responsibility and take ownership for one's decisions and actions

COMMUNICATION

- Prepare written materials that are easy to understand
- Organize and communicate thoughts
- Use appropriate listening skills

RELIABILITY AND DEPENDABILITY

- Demonstrate regular and punctual attendance
- Follow written and verbal directions
- Meet obligations and deadlines

TEAM WORK

- Interact professionally and respectfully with others
- Develop and maintain constructive working relationships
- Proactively assist others to meet team goals

TIME AND RESOURCE MANAGEMENT

- Plan and schedule tasks to meet deadlines
- Allocate time and resources efficiently
- Prioritize various competing tasks



SOFT SKILLS



Enhance Your Teaching and Learning Environment.

The Virtual Learning Community provides resources and training to enable faculty to offer innovative and engaging courses that meet best practice standards and ADA compliance.

[View training](#)

Get with your school's ESAP representative to down load the course content for review

Empathy is important and not easy!



<https://www.youtube.com/watch?v=1Evwgu369Jw>

Summary

- Create the awareness that you may have to change
- Explore where the changes may have to be investigated
- Provide tools for self discovery
- Create the interest for the gap
- Provide the needed skill training to mind the gap
- Create the pull for HRD



How do Underdogs Win?

Create the desire to be intrinsically motivated and provide the tools to develop that characteristic



*have a happy “fly” life



create
lollipop
moments
everyday