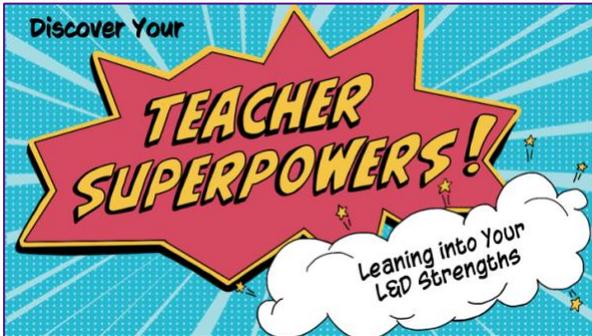


## Presentation Handout

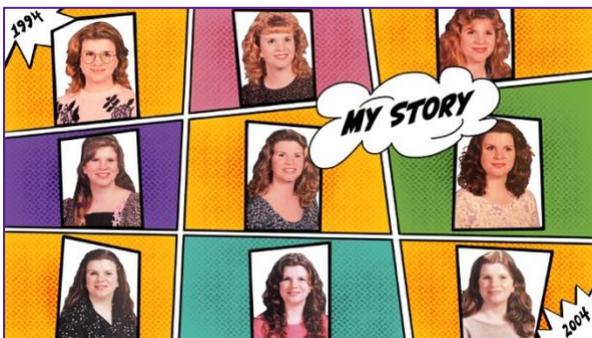
Presentation for TLDC's Transitioning to Learning & Development Conference (T2LD)

By Kayleen Holt, Scissortail Creative Services



Slide 1

## Discover Your Teacher Superpowers! Leaning into Your L&D Strengths



Slide 2

## My Story

I taught high school for nine years (English, Spanish, and creative writing). These are my yearbook photos for every year that I taught, from 1994 through 2004\*.

Bad bangs, glasses, and all.

\*I took a year off with one of my kids.



Slide 3

When I transitioned to Learning and Development (L&D)—specifically into instructional design—my mentors and supervisors said things like, “Wow, you’re catching on fast,” and “You really get this!”

I discovered that teaching had given me some L&D superpowers. I’m betting you have them too.



Slide 4

### Do You Have What It Takes to Defeat the Hiring Manager?

To break into L&D, you first have to get past the hiring manager. The good news is, they need the skills you have!



Slide 5

According to the Future of Work Report 2022, in a global survey, 91 percent of employers said they struggle to fill positions because of skills gaps.



Slide 6

70 percent of employers in the U.S. are willing to hire someone with transferable skills and train them.

(Globally, this number is 63 percent.)



Slide 7

50 percent of employers say candidates need to be able to articulate their skills better.

So, what are hiring managers looking for?



Slide 8

### Top Soft Skills All Employers Need

According to the same survey, the most important soft skills employers want are:

1. Teamwork/collaboration
2. Communication
3. Problem solving/critical thinking

These are the skills **all** employers need in their employees. But what about in the L&D field specifically?

Source: Future of Work Report 2022, from Monster Intelligence

<https://learnmore.monster.com/future-of-work-pr>

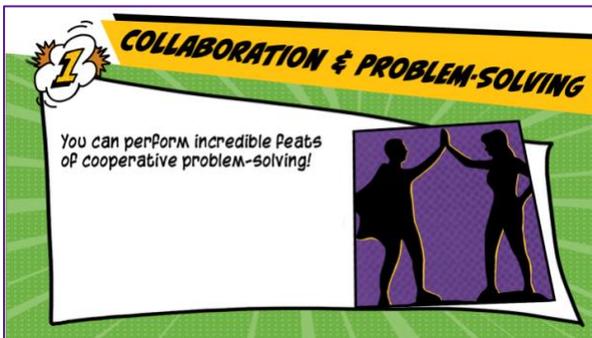


Slide 9

### What L&D Skills Do You Have?

We'll look at the top ten skills that L&D professionals need. I gathered this list by reviewing several articles online listing ideal qualities of instructional designers. However, they work for other L&D careers as well.

More good news: most teachers already have these skills!



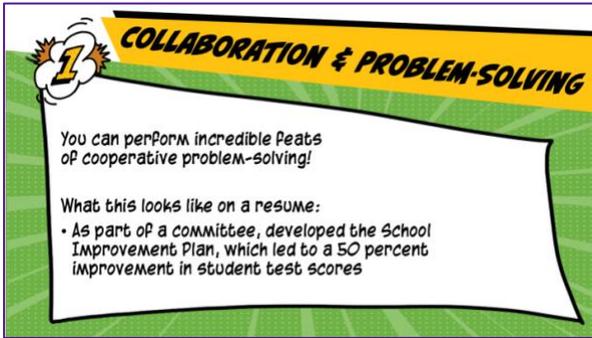
Slide 10

### Skill #1: Collaboration and Problem-Solving

You can perform incredible feats of cooperative problem-solving!

Working in L&D usually requires collaborating with others, including subject matter experts (SMEs) and colleagues. Teachers often work collaboratively with others in their department, grade level, school, or district.

And they do a **lot** of problem-solving.



Slide 11

Here's one example of what this looks like on a résumé:

- As part of a committee, developed the School Improvement Plan, which led to a 50 percent improvement in student test scores

What could you put on **your** resume to show your collaboration and problem-solving skills?



Slide 12

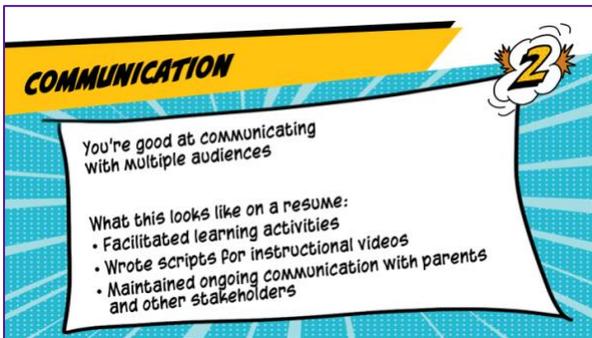
**Skill #2: Communication**

You're good at communicating with multiple audiences.

The lists I reviewed specified that candidates must:

- Have commanding communication skills
- Excel at writing
- Be storytellers
- Be facilitators

Most teachers can check off all these boxes!



Slide 13

What this looks like on a résumé:

- Facilitated learning activities
- Wrote scripts for instructional videos
- Maintained ongoing communication with parents and other stakeholders

What could you put on **your** resume to show your communication skills?

And don't forget the value of a strong cover letter!



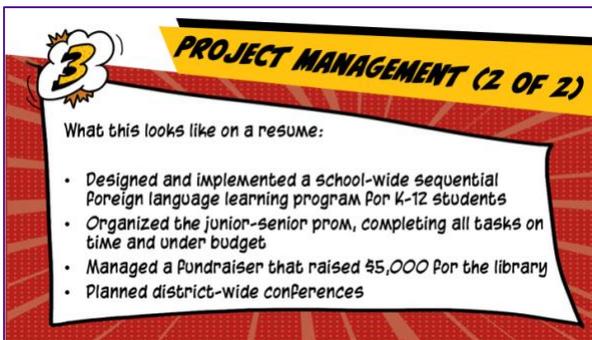
Slide 14

### Skill #3: Project Management

Like Dr. Strange (illustrated on the slide), teachers are able to foresee millions of outcomes and pick the best one.

As a teacher, you are a badass who is:

- Organized
- Able to manage your time
- Skilled at getting stuff done with limited resources
- A natural leader
- Used to working in a fast-paced environment

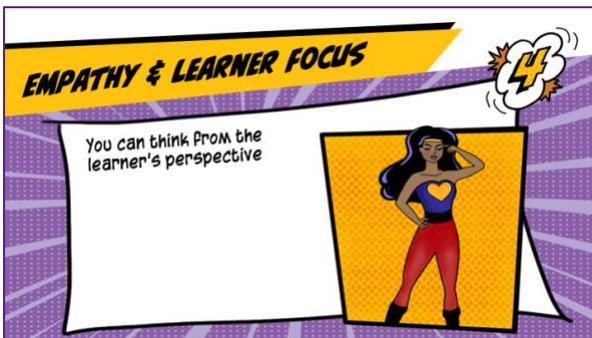


Slide 15

What this looks like on a résumé:

- Designed and implemented a school-wide sequential foreign language learning program for K-12 students
- Organized the junior-senior prom, completing all tasks on time and under budget
- Managed a fundraiser that raised \$5,000 for the library
- Planned district-wide conferences

What could you put on **your** resume to show your project management skills?

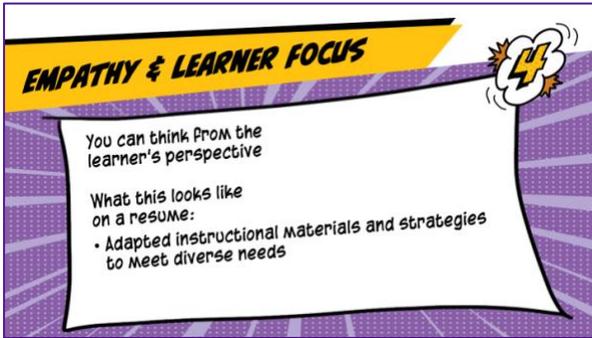


Slide 16

### Skill #4: Empathy and Learner Focus

You can think from the learner's perspective, and you know how to put the learner at the center.

It's easy to develop good teaching instincts when you're face-to-face with your learners every day and see firsthand what instructional strategies work best.

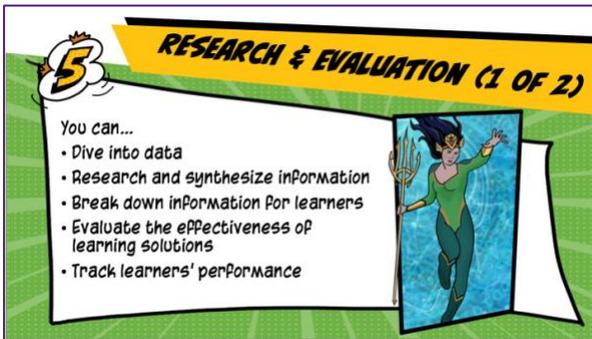


Slide 17

What this looks like on a résumé:

- Adapted instructional materials and strategies to meet diverse needs

What could you put on **your** resume to show your empathy and learner focus?

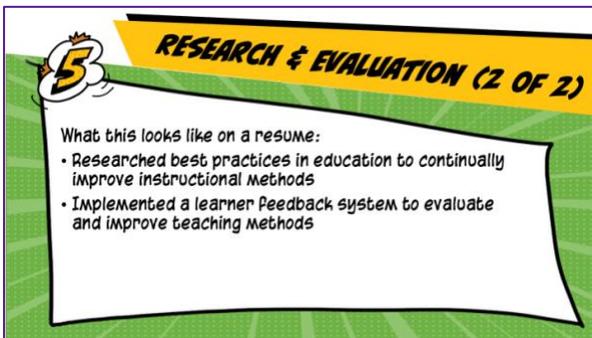


Slide 18

**Skill #5: Research and Evaluation**

You can...

- Dive into data
- Research and synthesize information
- Break down information for learners
- Evaluate the effectiveness of learning solutions
- Track learners' performance

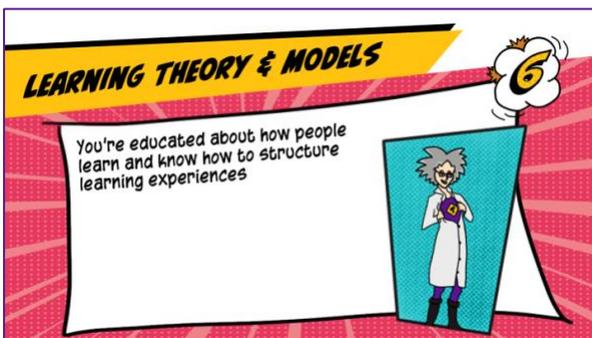


Slide 19

What this looks like on a résumé:

- Researched best practices in education to continually improve instructional methods
- Implemented a learner feedback system to evaluate and improve teaching methods

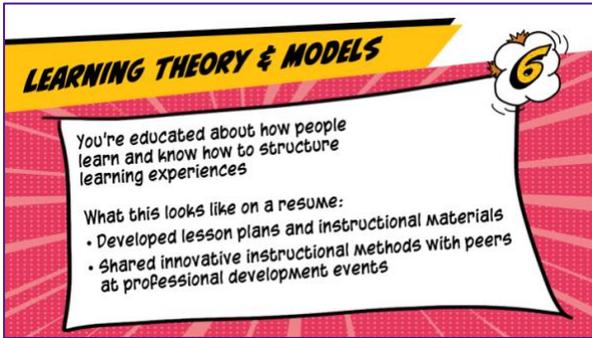
What could you put on **your** resume to show your research and evaluation skills?



Slide 20

**Skill #6: Learning Theory and Models**

You're educated about how people learn and know how to structure learning experiences.



Slide 21

What this looks like on a résumé:

- Developed lesson plans and instructional materials
- Shared innovative instructional methods with peers at professional development events

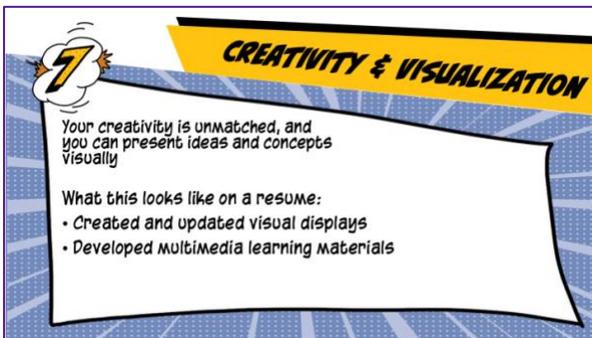
What could you put on **your** resume to show your knowledge of learning theory and models?



Slide 22

### Skill #7: Creativity and Visualization

Your creativity is unmatched, and you can present ideas and concepts visually.



Slide 23

What this looks like on a résumé:

- Created and updated visual displays
- Developed multimedia learning materials

What could you put on **your** resume to show your creativity and ability to visualize information?

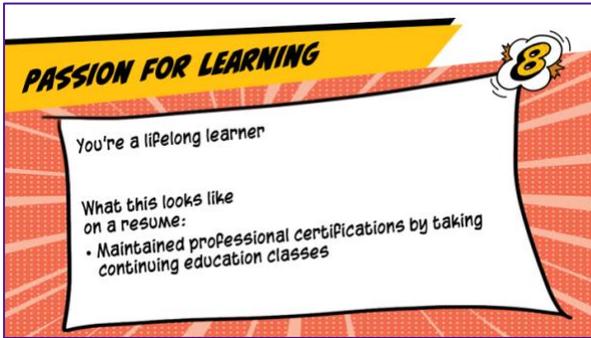
Better yet, demonstrate it in your portfolio!



Slide 24

### Skill #8: Passion for Learning

Okay, so this is more of a trait than a skill, but as a teacher, you're probably a lifelong learner. This is a critical trait for L&D professionals.



Slide 25

What this looks like on a résumé:

- Maintained professional certifications by taking continuing education classes

What could you put on **your** resume to show your passion for learning?

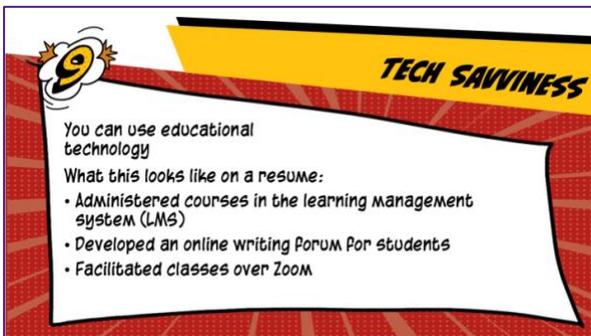
Note: It might be in the “education” section.



Slide 26

**Skill #9: Tech Savviness**

You can use educational technology. You might not know Storyline or Captivate (yet), but your skills with an LMS, Zoom, and other ed tech are highly valued.



Slide 27

What this looks like on a résumé:

- Administered courses in the learning management system (LMS)
- Developed an online writing forum for students
- Facilitated classes over Zoom

What could you put on **your** resume to show your tech savviness?

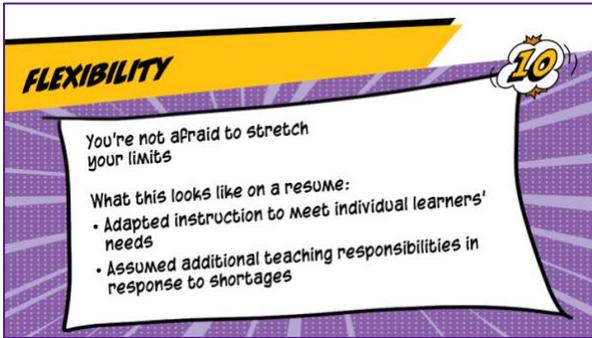


Slide 28

**Skill #10: Flexibility**

You're not afraid to stretch your limits!

The ability to adapt to change is a teacher survival skill. It's also highly valued in just about any job.



Slide 29

What this looks like on a résumé:

- Adapted instruction to meet individual learners' needs
- Assumed additional teaching responsibilities in response to shortages

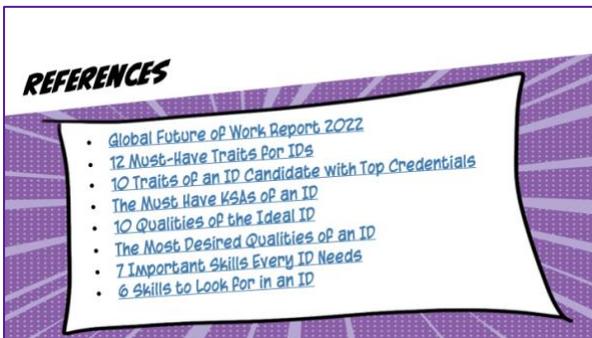
What could you put on **your** resume to show your flexibility?



Slide 30

**Reflection**

What teacher superpowers do you have that will help you stick your superhero landing into L&D?



Slide 31

**References**

- [Global Future of Work Report 2022](#)
- [12 Must-Have Traits for IDs](#)
- [10 Traits of an ID Candidate with Top Credentials](#)
- [The Must Have KSAs of an ID](#)
- [10 Qualities of the Ideal ID](#)
- [The Most Desired Qualities of an ID](#)
- [7 Important Skills Every ID Needs](#)
- [6 Skills to Look for in an ID](#)



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**Resources**

- [Teaching: A Path to L&D](#)
- [How to Become an Instructional Designer: The Ultimate Resource List](#)
- [How to Get Instructional Design Experience to Build Your Portfolio](#)
- [Are You Making These Portfolio Mistakes?](#)
- [Recap of TLDC's The Road to L&D](#)



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### Questions?

Reach out!

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