

# POLLY'S PIVOT: CRAFTING A MISSION-DRIVEN JOB SEARCH

SkillScan | January 17, 2024

Help your clients use their skills to unlock possibilities



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COACHING & CONSULTING

# How I got into coaching

Psychology +  
Passion for environmental careers &  
public service +  
Meeting a need =  
My path to coaching



➤ Share in the chat: How about you?

# Who I work with

Mission-driven professionals in all sectors, specializing in:

- Environment
- Public policy
- Nonprofit
- Higher education
- Corporate social responsibility



Share in the chat: Do you have a specialization?

# Mission-driven roles -- a variety of functions

Policy Advocacy	Project Management	Program Management
Marketing & Communications	Data Analysis	Research Analysis
Team Leadership	Business Development	Fundraising
Community Organizing	Science	Education

And beyond!



# How I support clients

- Private coaching
- Small group coaching & online courses
- Group workshops for organizations



# Meet Polly

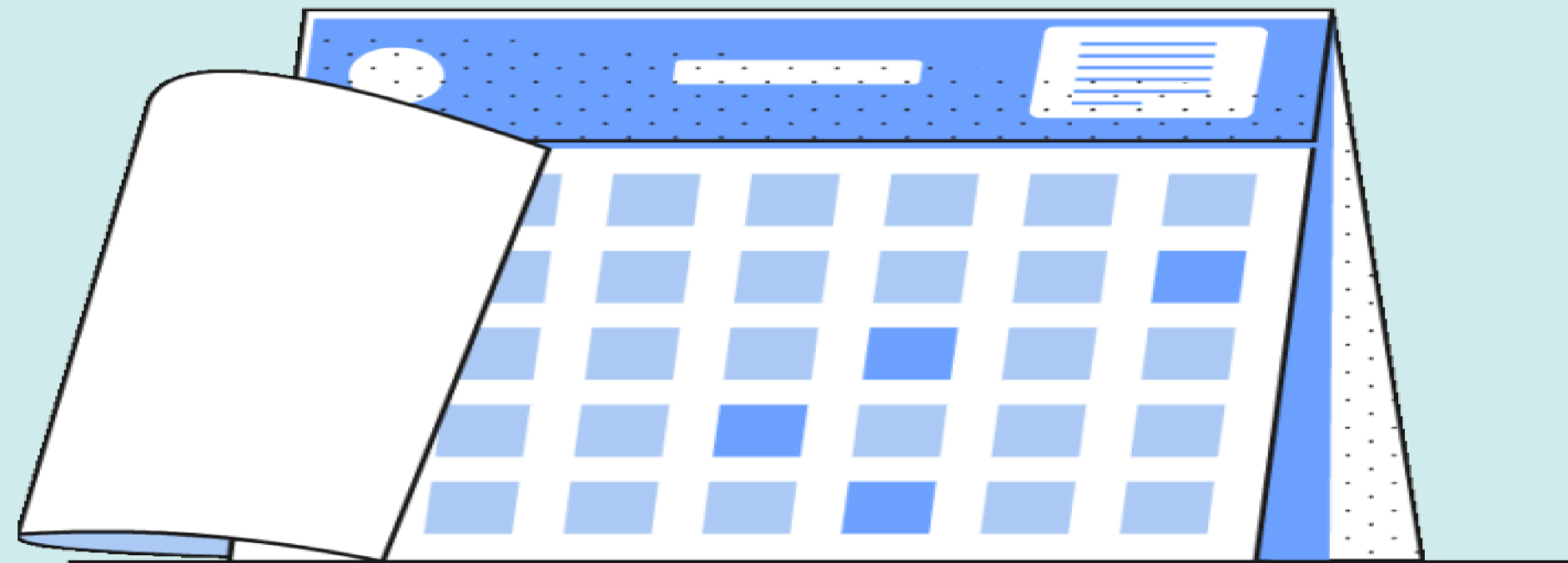
- 20+ years of experience leading social impact initiatives
- Focus on equitable and inclusive practices
- Passionate about volunteerism, corporate social responsibility, and philanthropy



➤ Share in the chat: Give a “yes” if this reminds you of anyone you know.

# Why Polly Reached Out

Independent consultant & single parent -- tired after 2 years of trying to land a full-time salaried role with benefits.



# Polly's Challenge

Landing job interviews and even becoming a finalist...

But getting ghosted or rejected...

Unsure what to do differently



Share in the chat: Give a “yes” if this sounds like any of your clients.



# The Intervention

Participation in my 6-week online group program, the Career Pivot Accelerator for Mission-Driven Professionals





# Polly's Search



# How SkillScan Helped

- Reinforcer
- Confidence Booster
- Revealed Service Orientation
  - Working with volunteers
  - Community



## Personal Skill Chart

The chart displays your skill results in the six skill categories in order of the highest score to the lowest score. Category scores are the sum of the individual skill scores. Within each category, individual skills are listed by the ratings you gave on proficiency and importance levels.



\*Scoring key below

### Detail for Top 4 Skill Categories and Individual Skills

**1 Management/Leadership**  
Organizational, facilitative, and leadership skills used to accomplish goals.

Score  
108

• Initiate	12
• Plan/Organize	12
• Manage Projects	12
• Build a Team	12
• Set Goals	12
• Coach	12
• Envision	12
• Lead	12
• Make Decisions	12

**2 Relationship**  
Interpersonal skills to work effectively with individuals and groups.

Score  
96

• Collaborate	12
• Resolve Conflict	12
• Respect Diversity	12
• Serve as Liaison	12
• Provide Care & Support	12
• Counsel	12
• Facilitate Groups	12
• Serve Clients & Customers	6
• Train/Instruct	6

**3 Creative**  
Idea formation skills for creating something new or solving problems.

Score  
84

• Conceptualize	12
• Synthesize/Integrate	12
• Brainstorm	12
• Use Intuition	12
• Design	9
• Demonstrate Foresight	9
• Author/Compose	6
• Perform	6
• Create Images	6

**4 Communication**  
Verbal and written communication skills used for interaction.

Score  
77

• Consult	12
• Listen	12
• Question/Interview	12
• Negotiate	9
• Write	8
• Speak/Interact	6
• Persuade	6
• Promote/Sell	6
• Speak to Groups	6

# Tapping Into Transferable Skills

Helpful approaches for:

- Resume & Cover Letter
- LinkedIn Profile
- Interviewing
  - 1:1 coaching was crucial



# What Became Possible

- A strengths-based approach
  - Less focus on lack, more focus on strengths
- Became aware of new possibilities
  - “Engagement”
- Felt more confident interviewing the employer
  - Does it seem like a good match?





# Where is Polly Now?

- Delighted to be working as the State Community and Volunteer Engagement Director for AARP of Massachusetts
- Community partnerships, strategy development, diverse outreach efforts, volunteer engagement, and community programs and events





# Mission-driven work is in all sectors

- Nonprofit
- For profit
- Government

# Nonprofit

The screenshot shows the top portion of the Candid.org website. At the top left is the logo "Candid." in a bold, black, sans-serif font. To its right is a navigation link "Candid at a glance" with a downward-pointing chevron icon. Below the logo is a yellow horizontal bar containing the tagline "The information you need to do good." on the left, and the links "Things you can do" and "About us" on the right, followed by a magnifying glass search icon. The main hero section features a large yellow background with the text "Essential nonprofit data, tools, and resources" in a black serif font. At the bottom of this section are four black buttons with white text: "GuideStar", "Foundation Directory", "Nonprofit training", and "Data and APIs". The right side of the hero section is decorated with abstract white and orange geometric patterns, including lines, triangles, and squares.

**Candid.** Candid at a glance Things you can do About us 🔍

The information you need to do good.

Essential nonprofit data,  
tools, and resources

[GuideStar](#) [Foundation Directory](#) [Nonprofit training](#) [Data and APIs](#)

Candid.org

## Nonprofit Support Outreach Specialist

Candid

Flexible (remote or a hybrid schedule in one of Candid's offices),  
Georgia, New York, Ohio, or Virginia

## Active nonprofit jobs

All organization types

All job types

All locations

All interests

<https://philanthropynewsdigest.org/jobs>

# For profit (corporations) aka socially responsible businesses; see also Conscious Capitalism





## Make Business a Force For Good

B Lab is the nonprofit network transforming the global economy to benefit all people, communities, and the planet.

**We won't stop until all business is a force for good.**

B Lab's standards are at the heart of the B Corp movement, defining social, environmental, and governance best practices for businesses. We are evolving the standards for B Corp Certification and need your help to understand if the latest draft is ambitious, clear, and attainable while delivering the impact the world needs.

[Share Feedback](#)



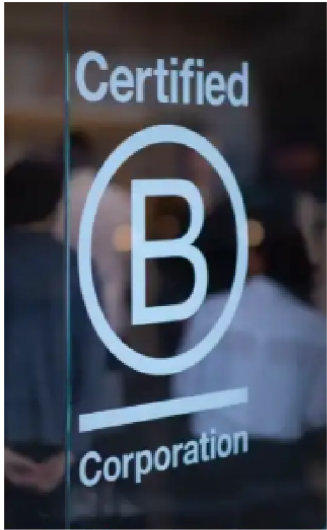
**1**  
Unifying goal

**740,870**  
Workers

**8,094**  
Companies

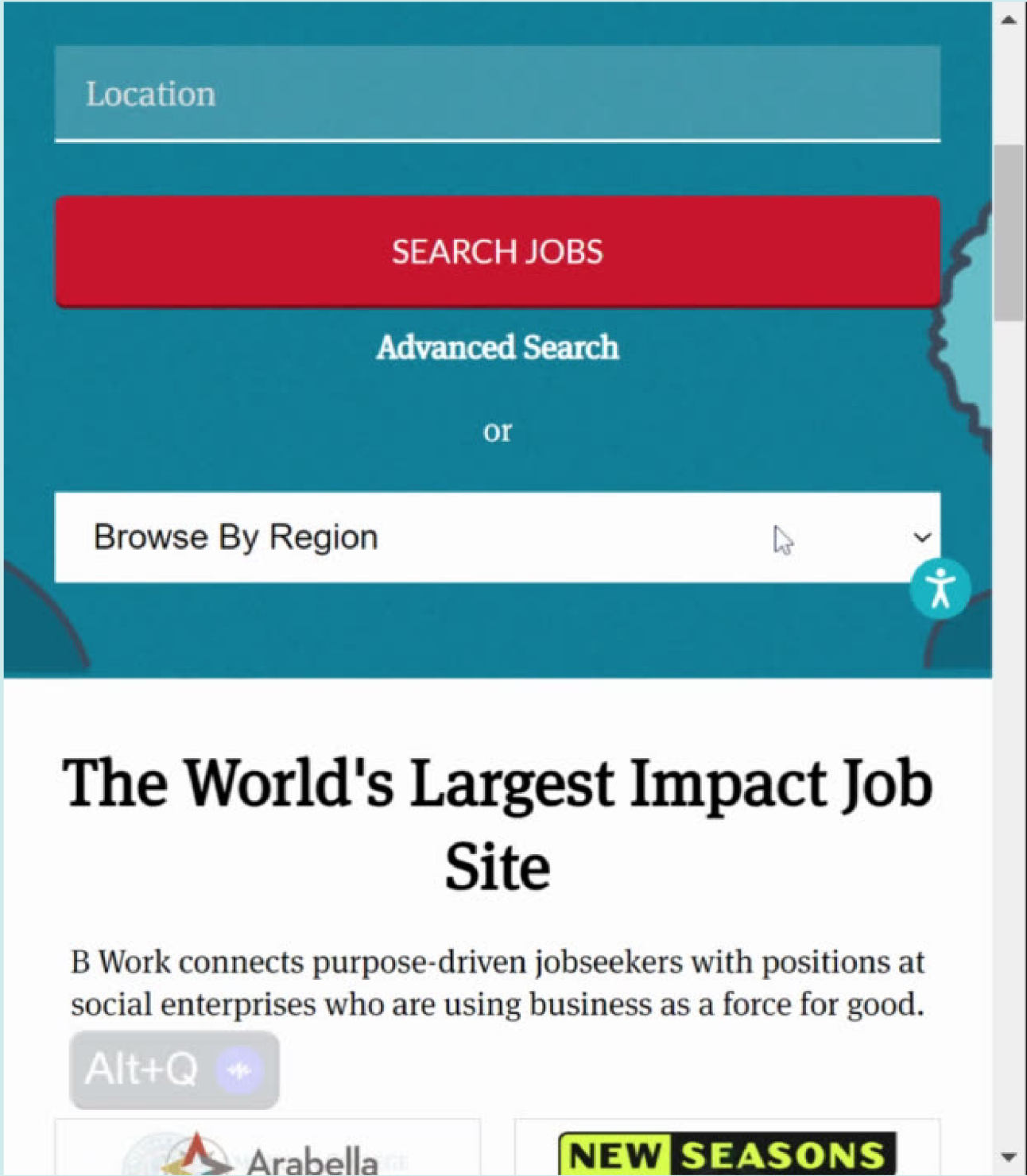
**162**  
Industries

**95**  
Countries



<https://www.bcorporation.net/en-us/>

# The World's Largest Impact Jobs Site



<https://www.bwork.com/>



# Government

The screenshot shows the top of a webpage with an orange header containing the 'GOVERNMENTJOBS' logo and a hamburger menu icon. Below the header is a dark blue banner with the text 'Become an Access Member and let employers find you. It's free. Yes, let employers' and a video player showing a woman thinking with a 0:28 timer. The main content area features two article teasers: '7 Extremely Compelling Reasons to Explore a Public Sector Career' with an image of a government building, and 'Writing the Perfect Government Job Cover Letter' with an image of a woman at a laptop. At the bottom left, there is a 'LATEST RESOURCES' section with an 'Alt+Q' icon.

<https://www.governmentjobs.com/resources>

# Questions

What are you curious about?



# Check out the Video Blog about Polly's Story

