



DREAM IT * BE IT

CAREER SUPPORT

{for girls}



It-Be-It-Launch-Video_Fad



SOROPTIMIST

Best for Women

LIVE YOUR
dream
.org

IF SHE CAN
DREAM IT,
SHE CAN
BE IT.
YOU
CAN SHOW
HER HOW.

“Girls’ rights are crucial, but it is equally critical that [girls] are equipped to exercise them.”
—Because I Am a Girl: The State of the World’s Girls 2012, Plan International



“The most important thing that will help me achieve my dreams is someone that takes the journey with me.”
—Respondent, SIA survey

“I wish my dad could see that getting a college education is important to me. He thinks girls should just wait around until a boy asks them to get married and that’s all they need out of life. I have goals!” —Participant, SIA focus group



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What is SIA Aiming to Accomplish?

Goal: Through education and access to role models, girls will be empowered to pursue their career goals and reach their full potential.

Objectives: To increase the number of girls who...

- feel prepared to pursue their career goals
- have tools to overcome obstacles to success
- feel capable of pursuing their career goals
- have professional role models
- feel more confident about their future success
- can connect personal values with possible careers
- understand the importance of resilience



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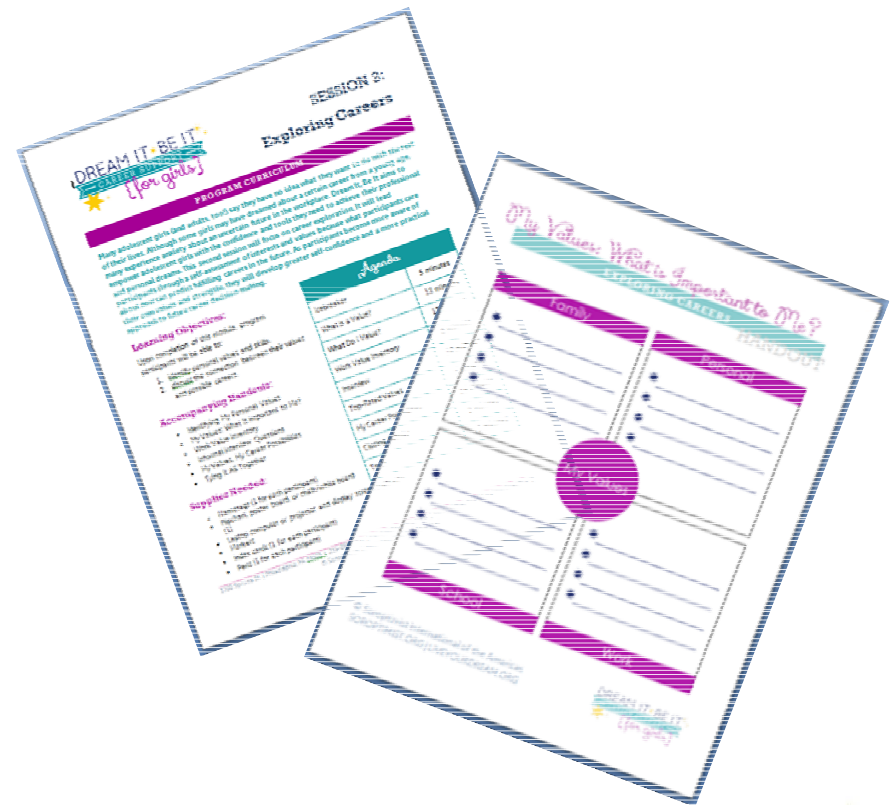
How Do Clubs Use the Curriculum?

Differences in culture and experiences

Review with a club planning committee

Work with Girls Advisory Group

Meet learning objectives and goal of program



What is Necessary for Clubs to Participate?

1. Read

“Guidelines for Participating in Programs Involving Youth”



2. Read & Sign

“SIA Procedures for Clubs and Members working with Youth”

3. Read & Complete

training modules on SIA website

4. Complete a background check

(minimum: State Registered Sex Offender clearance)



QUOTE
This simple pricing tool is designed to help you quickly build your own customized package based on your needs. You can start with one of our standard pre-built packages or build your own from scratch. Once you've chosen all the searches you need and have provided your contact info you will be forwarded to your pricing quote.
If you like the package you've built you can then choose to have a Sales Rep email or call you to discuss pricing. Forward the ask for your company name and contact info so we may contact you if requested. Your privacy is important to us so we will never sell your contact information to a 3rd party, nor will we transfer you with unwanted sales solicitations.

Step 1: Choose a background check package:

Select Package | Create your own package

Where is your company located? Pennsylvania

Step 2: Customize Your Package:

Standard products included in the package:

Add more products:

You can add or remove the products by clicking the checkboxes.

- 10-Panel Drug Screen
- 5-Panel Drug Screen
- Business/Commercial Credit Report
- County Criminal
- Credit Report
- Education Verification
- Employment Verification
- Federal Criminal Records
- ID Verification
- License Verification
- Motor Vehicle Records
- Nationwide Criminal Search
- Reference Check
- Social Media Excluded List
- SSN Trace
- Statewide Criminal
- Statewide Criminal Database Search
- Warrants and Warrants Search
- State Registered Sex Offender
- National Registered Sex Offender
- Terrorist Watchlist



Who Can Help?

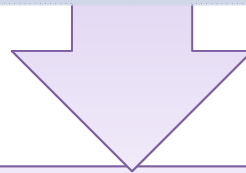


Dream It, Be It Region Chair

Johann Dretchen

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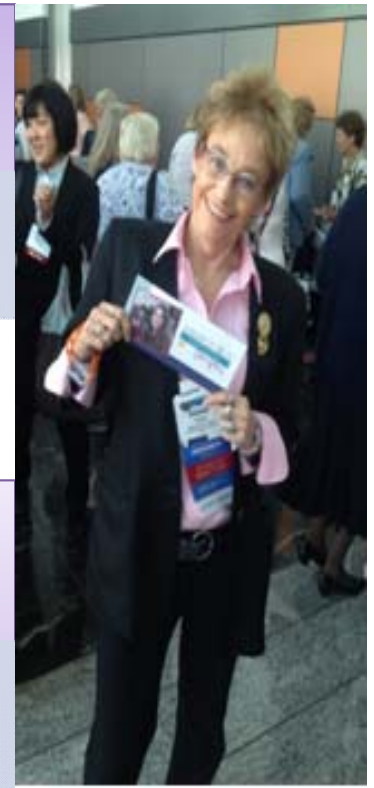
301-602-6318



SIAHQ Staff

siahq@soroptimist.org

215-893-9000



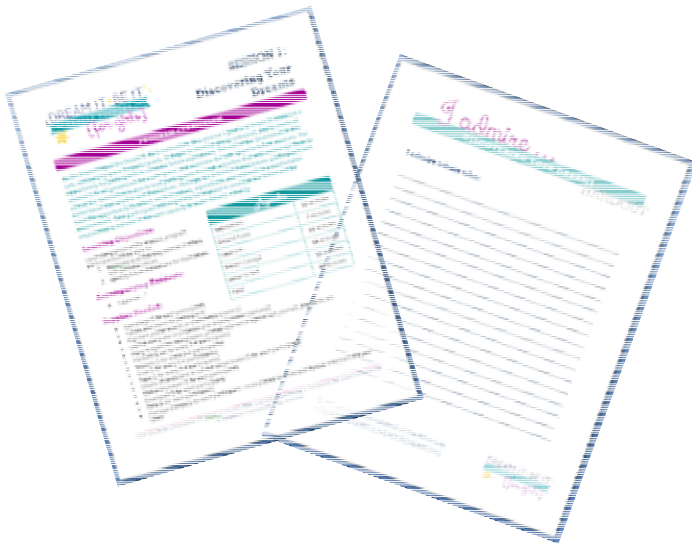
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What is Available to Help Clubs Participate?

Club Planning Toolkit

Club Project Guide

Curriculum

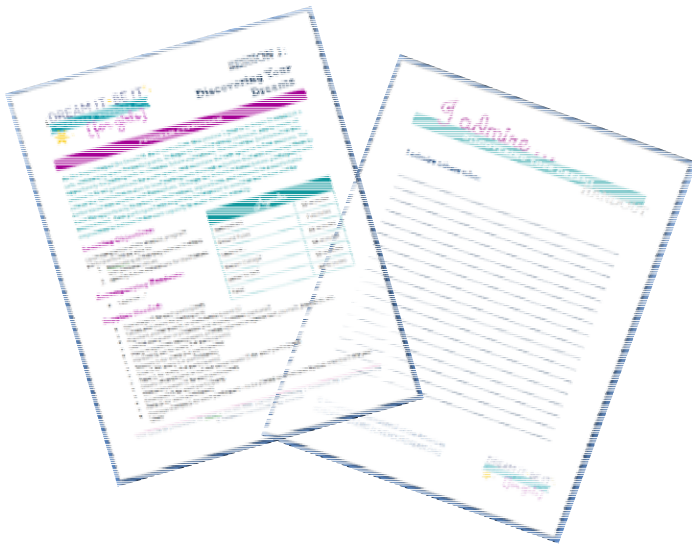


Club Planning Toolkit

Conduct Community Assessment
Form Girls Advisory Group

Select a Model
Build Partnerships

Determine Budget
Plan for Fundraising
Report Progress

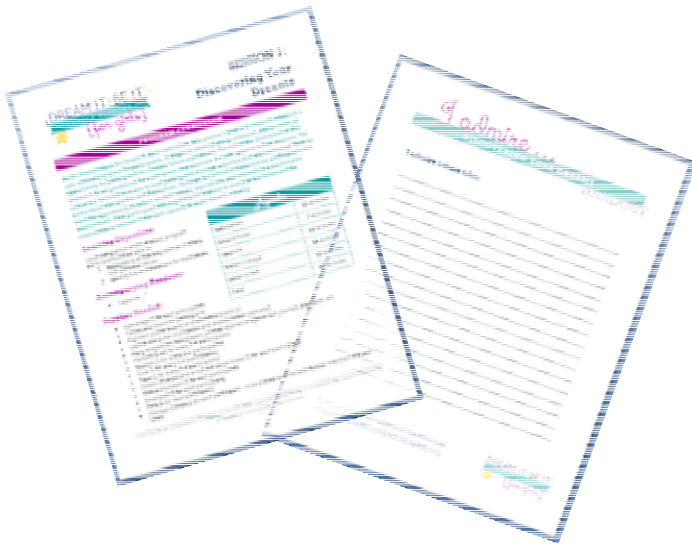


Club Project Guide

Background Checks
SIA Procedures for Working With Youth

Girls Advisory Group
Adapting the Curriculum for
Audience/Setting (Model)/Location
Ice Breakers
Career Guidance Session

Reporting & Evaluation Toolkit
Two Reports
Track Participation/Measure Impact



Curriculum



SESSION 1: Discovering Your Dreams

Learning Objectives:

- Associate Qualities They Admire in Others with Personal Values
- Identify Future Aspirations

Classroom Activity:

I Admire..
Dream Collage
Letter to Self



I Admire.....



- Close your eyes and think of a woman you admire...
 - This could be anyone who comes to mind – a celebrity, a family member, a friend, a neighbor...
 - What are some inspiring things this person has done?
 - What makes this person admirable to you?
 - What are some words you would use to describe this person?

Dream Collage



- Imagine that ten years have passed, and you are in your mid-to-late-20s...
 - Maybe you have completed college, or maybe you have worked a few different jobs...
 - Do you live in a city? The suburbs? A rural community?
 - Who do you live with?
 - What do you like to do with your time?
 - What are your friends like?
 - Do you have family nearby?

Dream Collage (Cont'd)



- Now, think deeply on these...
 - Ten years from now, how would you want someone to describe you? What traits would they use?
 - If you could be anything, what would it be?
 - If you could do anything, what would it be?
- **Remember your dreams and remind yourself often of your dreams. For now, they can serve as motivation for the future.**



Dream Collage (Cont'd)



- You all likely dreamed of many kinds of aspirations for yourselves.
 - Maybe you envisioned owning a dog, or maybe you envisioned living with a best friend.
 - Maybe you envisioned being creative, or courageous, or independent.
 - Maybe you envisioned being a journalist, or an accountant, or the leader of your country...
- **Remember your dreams and remind yourself often of your dreams. For now, they can serve as motivation for the future.**



Letter to Self



- Over the next year, what will you do with what you have learned?
- Over the next year, what will you commit to doing for yourself?
- One year from now, who will you be?

Curriculum



**SESSION 2:
Exploring Careers**

Learning Objectives:
Identify Personal Values & Skills
Values and Possible Careers Connections

Classroom Activity:
Work Value Inventory
My Values, My Career Possibilities
Tying It All Together




What is a Value?




- Definitions could include:
 - Values are beliefs and standards that we consider to be very important in our lives.
 - Values provide us with an overall sense of purpose and direction.
 - Values are shaped by a variety of sources; (i.e. parents/family, religion, culture).
 - Values differ from one person to the next


What is a Value? (Cont'd)

- 
- We are not always consciously aware of our values.
 - Values develop and transform over time.
 - Values can guide us in making life decisions.
 - Values can be informed by our culture, family, faith, etc.
 - Values can be imposed by external factors but we ultimately get to define what is important to us as individuals.

Examples of Values

- 
- Examples of values should include values you might agree with, values you might not agree with, and values that are culturally or religiously ascribed.
 - Getting a good education is important.
 - Girls should be skinny.
 - I need to find time everyday to exercise.
 - Family always comes first.
 - **The goal is to start thinking about how values are imposed on us from various sources and we should be critical in deciding which values we choose to accept as our own.**

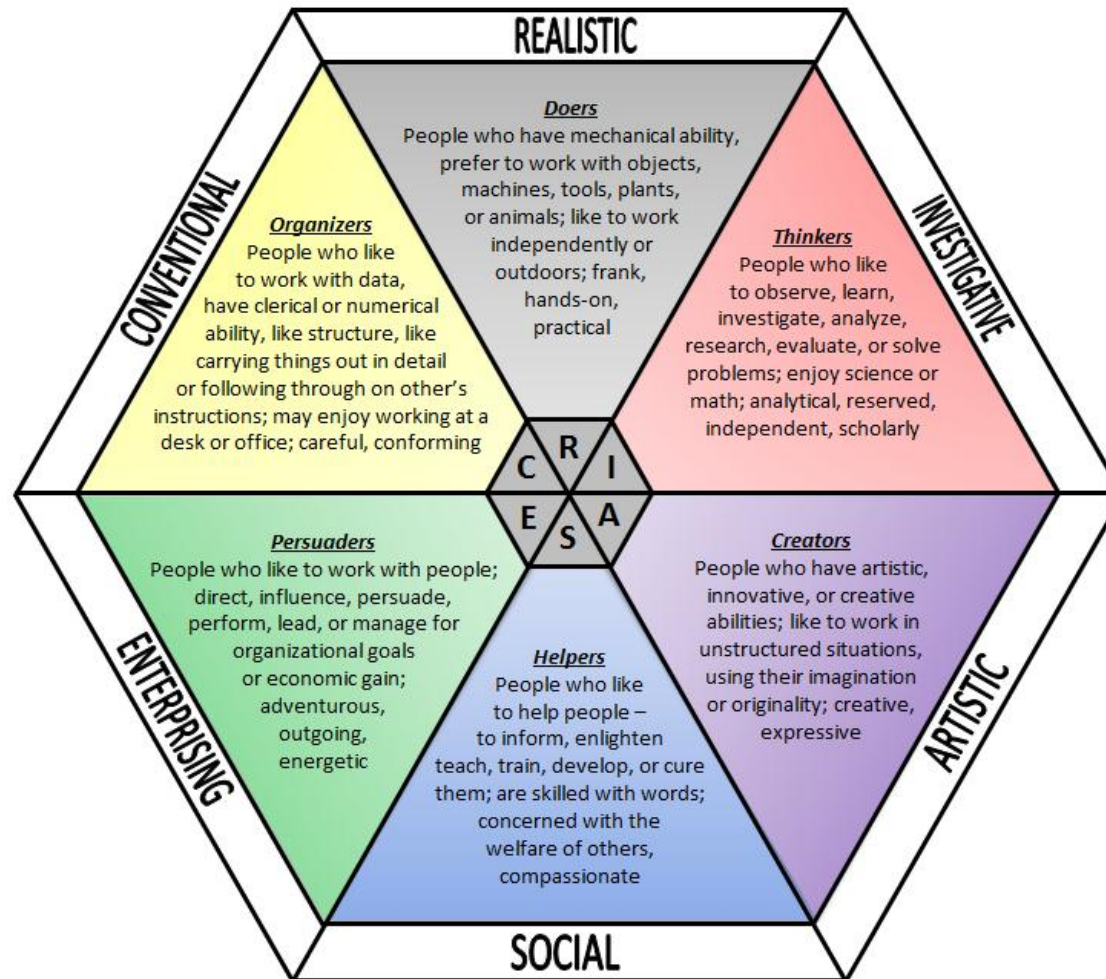
Importance of Understanding Your Work Values

- 
- Knowing what you want to do for the rest of your life is not the goal. *The goal is to recognize your values, interests, and skills so they can inform your career decisions in changing circumstances.*

Importance of Understanding Your Work Values

- You will be more satisfied with your life overall.
- You will be more effective and fulfilled in your career.
- Values can give special purpose to a job.
- If your work clashes with your values, you might not be able to stay committed and put forth your best effort.

My Values, My Career Possibilities



IT★BE IT★
SUPPORT

{per girls}

Curriculum

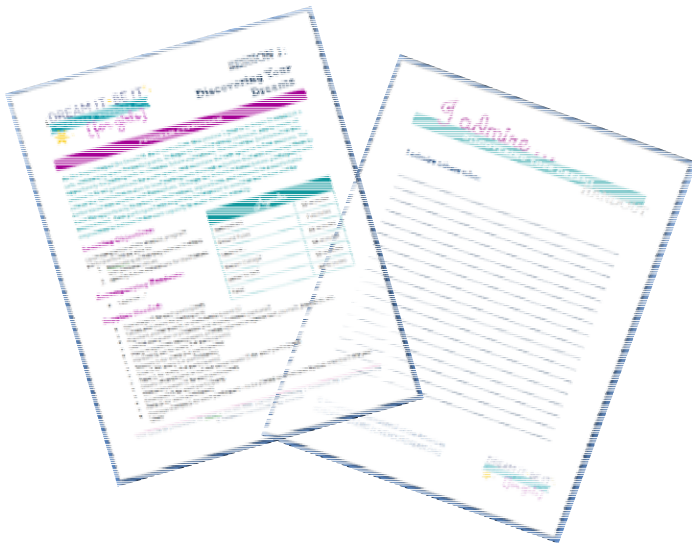
SESSION 3: Creating Achievable Goals

Learning Objectives:

- Associate Specific Characteristics With Successful Goals
- Write Personal Goals and Short/Long-Term Action Steps

Classroom Activity:

Writing Original Goals That Are Specific/Measurable/Attainable/Relevant/Time-bound



Characteristics of Successful Goals



□ S.M.A.R.T Goals

- Specific
- Measurable
- Attainable
- Relevant
- Time-bound

Each of these characteristics strengthens goals and increases the likelihood that your goals will be met.

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Action Steps Practice



□ Action steps:

- Answer the question “What specific steps do I need to take to meet my goal?”
- Break down each goal into smaller, more manageable tasks.
- Describe when and how a goal will be accomplished.
- Should be concrete and thorough.
- Provide a “roadmap” to get you to your goal.

Action Steps Practice

- 
- Soroptimist Int'l of Upper Montgomery County, MD (SIUMC) goal is to implement the new Soroptimist Dream It Be It: Career Support for Girls program in their local community during their 2015/2016 fiscal year.
 - Action Steps
 - Conduct a Community Assessment
 - Determine our partners
 - Identify funding
 - Form a Girls Advisory Group
 - Adapt the curriculum to our audience
 - Conduct the class in the fall and spring semesters



Curriculum

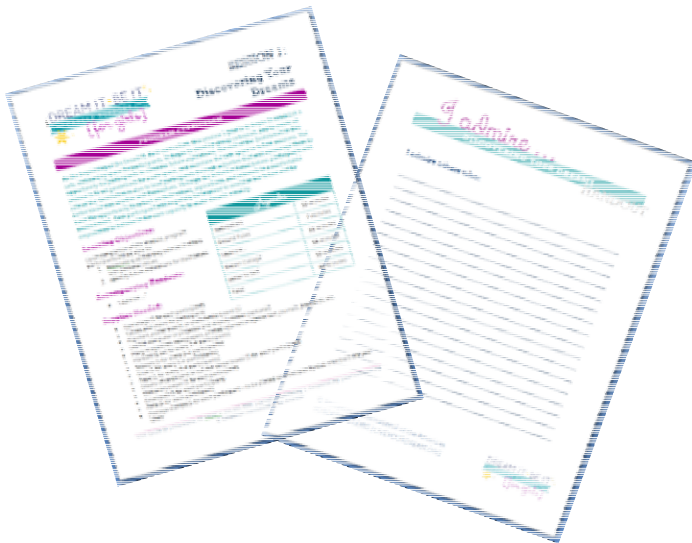
SESSION 4: Rising Above Obstacles

Learning Objectives:

- Identify Obstacles Faced By Women in Professional Life
- Create Flexible Solutions to These Obstacles and Put Them in Practice

Classroom Activity: Game of Life

- Reflection
- Obstacles to Career Success/Solutions to Obstacles
- Enacting Solutions Skit
- Planning Ahead Handout



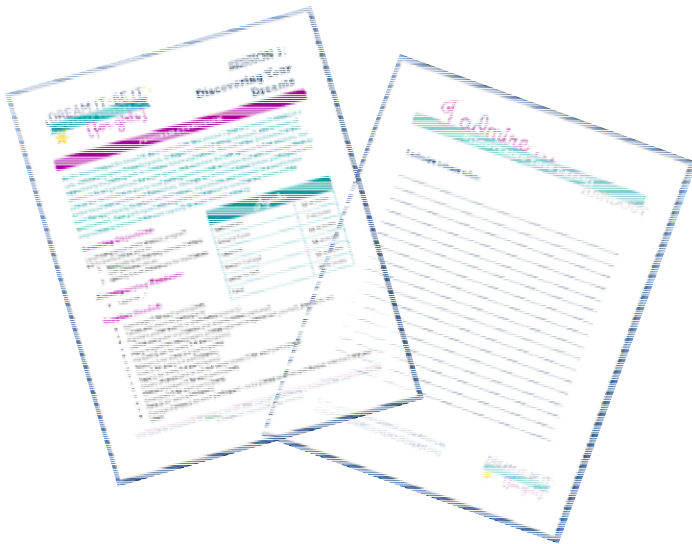
Game of Life



Game Board

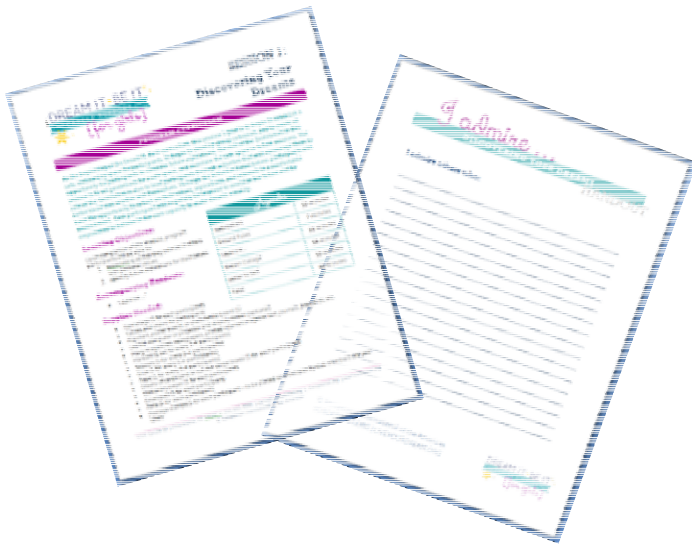
Game of Life Playing Cards

Red and Blue Teams



Game of Life Reflection

- What happened during the game?
- What did you notice?
- How did it make you feel?
- Why was the Game easier for some of you than for others?
- Who do you think each team represented?
- How does this game relate to real life?



Game of Life Reflection (Cont'd)

Outcome of the Game

Blue Team

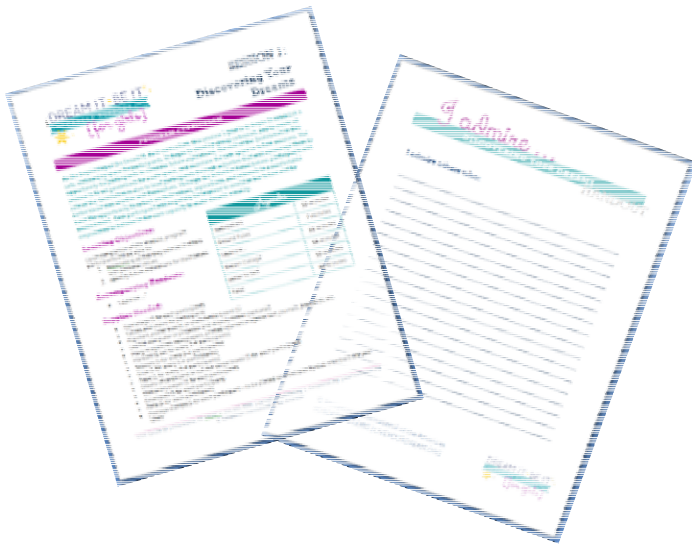
# of Spaces	1	2	3	Total
Forward	2	3	1	11
Back	2	3	1	11

Red Team

# of Spaces	1	2	3	Total
Forward	4	2	2	14
Back	1	2	1	8

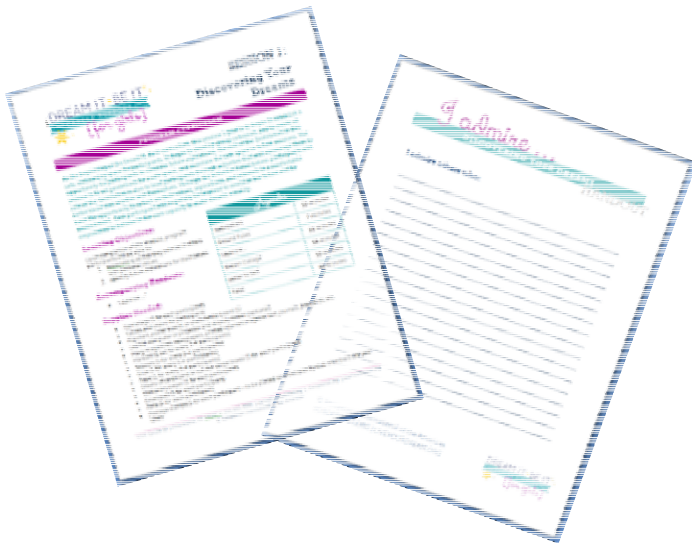
Obstacles to Career Success

1. Low Self-Esteem and Poor Body Image
2. Physical and/or Sexual Violence
3. Bullying and Peer Pressure
4. Family Obligations
5. Sexual Harassment
6. Sex Discrimination



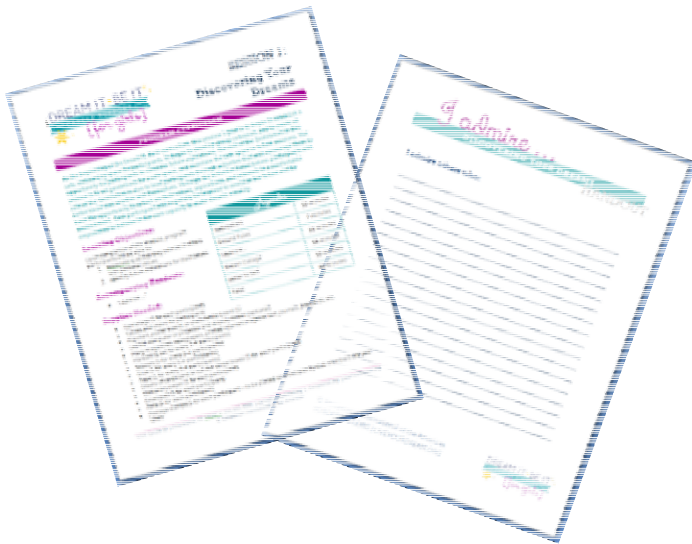
Solutions to Obstacles

1. Seeking a Mentor
2. Developing a Support System
3. Practicing Self-Care
4. Becoming an Advocate for Change



Overcoming Obstacles Planning Ahead

- What are some possible obstacles to my goal?
- Who can help me to overcome these obstacles?



Curriculum

SESSION 5: Turning Failure into Success

Learning Objectives:


- Identify Key Characteristics of Resilience
- Consider Lessons Learned from Experiencing Failures

Classroom Activity:

Human Knot Activity
Learning from Setbacks




Defining Resilience (Cont'd)

- 
- "Resilience is the ability to bounce back from frustrations and to recover from setbacks. Resilient individuals adapt to change, stress or problems and are able to take things in stride. The result of this bouncing back is a feeling of success and confidence."

Defining Resilience (Cont'd)

Seven Characteristics of Resilience

- 
- **INSIGHT**— Having insight means asking questions of yourself, even when the questions are difficult. If you answer honestly, you can learn and move forward. Having insight helps you understand the problem and how to best solve it. Insight helps you analyze the situation from as many perspectives as you can.
 - **INDEPENDENCE**— Showing independence means keeping a healthy distance between yourself and other people so you can think things through and do what is best for you. It also means knowing how to step away from people who seem to cause trouble or make things worse by their words or actions.
 - **RELATIONSHIPS**— Building relationships means finding connections with people that are healthy for both of you and keeping those relationships growing.


Defining Resilience (Cont'd)

Seven Characteristics of Resilience




- **INITIATIVE**— Taking the initiative means taking control of the problem and working to solve it. It means asking questions of yourself and answering them as honestly as you can, so you can move past a sticky situation. Sometimes people who take initiative become the leader in activities and teamwork.
- **CREATIVITY**— Using creativity requires that you use your imagination or resourcefulness to express your feelings, thoughts and plans in some unique way. Remember that when you make something happen, it shows resiliency of spirit and a positive attitude.
- **HUMOR**— Humor is the ability to find something funny (especially yourself!) in a situation, even when things seem really bad. Humor often gives you the perspective needed to relieve tension and make a situation better.
- **INTEGRITY** — Being a person of integrity means knowing the difference between right and wrong and being willing to choose and stand up for what is right.

Defining Resilience (Cont'd)

- 
- Rely on existing support systems
 - in your family (a parent, grandparent, older sibling or cousin),
 - friends you can trust,
 - school (a teacher, coach, guidance counselor or social worker),
 - religious leaders (member of the clergy, rabbi, imam, etc.), and
 - These people can help you
 - talk about your experience of failure,
 - consider what characteristics can be used to build resilience, and
 - think about what can be learned as a result of the experience.

Failing Forward:

A Story of Success through Experiencing Failure (Cont'd)

- 
- ❑ What failure did Fredi experience?
 - ❑ Which resilience characteristic(s) did she rely on?
 - ❑ Can you think of examples from the story that led to something positive?
 - ❑ Do you think experiencing a failure can be useful?

Curriculum

SESSION 6: Balancing Your Stress

Learning Objectives:

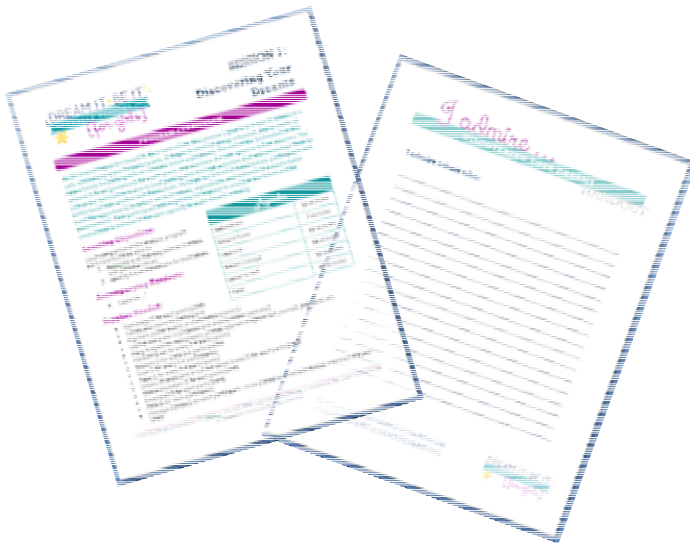
- Define Stress and Identify the Sources
- Demonstrate Various Strategies for Managing and Coping With Stress

Classroom Activity:

Juggle Mania

Identifying Stress/How to Take Care of Yourself/Self Care Plan

Changing Your Thinking to Reduce Stress




Juggle Mania Rounds



1. Toss the ball around the circle, with each participant catching and throwing the ball once.
2. Participants must say the name of the person they are throwing the ball to.
3. Participants must clap their hands twice after they throw the ball.
4. Add a second ball to be thrown after the first ball.
5. Add a third ball.
6. Participants must stand on one foot during each round.
7. Pick 3-6 participants and move them to another spot in the circle. The throwing order must stay the same.
8. Add a fourth ball.

Juggle Mania Reflection

- 
- What happened in this activity?
 - How did you feel at the beginning? How did you feel as the rounds of the activity progressed?
 - When was the activity most fun? Why?
 - What challenges did you face? How did those challenges change how you felt about the activity?
 - What happened if someone in the circle dropped the ball?
 - What strategies did you or the group use to help you juggle all of the tasks within the given time frame?
 - Can any of those strategies help us juggle many different aspects of our lives?


Identifying Stress in Your Life



- Complete the **Identifying Stress** worksheet before looking at the **Identifying Stress : Answer Key**
- Think back to the juggling game.
- The tasks and the labels on each ball were “stressors” – stimuli that cause stress.
- The more stressors you and your group had to deal with, the more difficult the stressors were to effectively juggle.
- In order to deal with stress, you all must identify the sources of stress in your life and how that stress makes you feel.


Ideas For Self Care

Changing Your Thinking to Reduce Stress

- 
- Technically, situations are not stressful in their own right.
 - Steps to change your thinking and significantly reduce your amount of stress
 - 1. Notice your thoughts
 - 2. Challenge your thoughts.
 - 3. Replace your thoughts with more positive ones.


Ideas For Self Care

Changing Your Thinking to Reduce Stress (Cont'd)

- 
- The first step to changing your thinking is to notice your thoughts – to observe your thoughts and become aware of the things you say to yourself in your head.
 - Observe your stream of consciousness as you think about a stressful situation. You're thinking negatively when you fear the future, put yourself down, or severely criticize yourself for errors. Negative thinking damages your confidence and harms your performance.
 - Write down your thoughts as they occur on the **Changing Your Thinking to Reduce Stress: Worksheet**.

Ideas For Self Care

Changing Your Thinking to Reduce Stress (Cont'd)

- 
- The next step in dealing with negative thinking is to challenge the negative thoughts that you identified.
 - Ask yourself whether the thought is reasonable, and whether it checks out with the facts. Ask the following questions:
 - What is my evidence for and against my thinking?
 - Am I confusing my feelings with the facts? Just because I'm feeling this way, does that mean my perceptions are correct?
 - Am I thinking this way just because I'm feeling bad right now?
 - Write your rational response to each negative thought in the "Rational Thought" column on the worksheet.

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Ideas For Self Care

Changing Your Thinking to Reduce Stress (Cont'd)

- 
- Replace Your Negative Thoughts With More Positive Thoughts
 - Where you have challenged incorrect negative thinking, it's often useful to use rational positive thoughts and words of support and encouragement (affirmations) to counter them.
 - It's also useful to look at the situation and see if there are any opportunities that are offered by it.
 - By basing your affirmations on a clear, rational assessment of the facts, you can start to undo the damage that negative thinking may have done to your self-confidence.

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Self Care Plan

- 
- List two areas of your life where you experience stress.
 - Try to list two strategies you can use to manage the stressors based on what you learned today.
 - All of the strategies we learned today are really useful in coping with life challenges.
 - Remember that your self care plans will probably change.
 - Stressors change constantly, and when that happens, you need to reevaluate the stressors in your life and try out new coping methods.

Curriculum

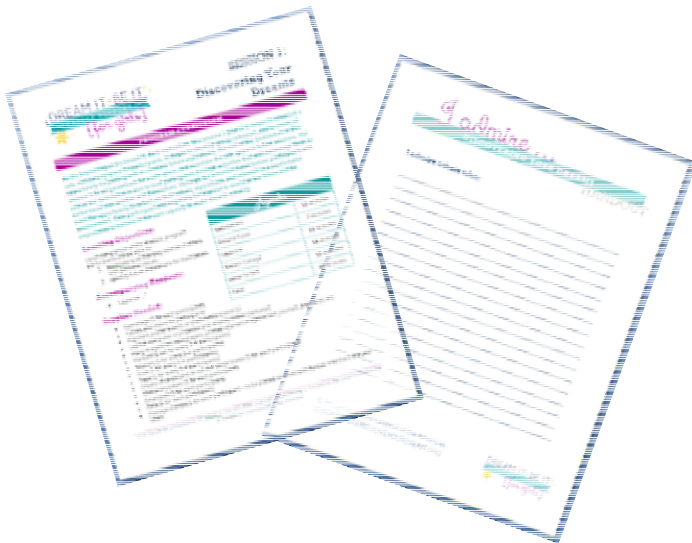
SESSION 7: Putting Dreams Into Action

Learning Objectives:


- Explain One Personal Goal and Short/Long Term Action Steps
- Identify Potential Support System
- Name Local Post-Graduate Resources

Classroom Activity:

My Personal Plan
Ask An Expert




My Personal Plan

- 
- Use and refine the information you developed for the **Writing Original Goals** and **Overcoming Obstacles : Planning Ahead** worksheet to complete sections in **My Personal Plan**.


 - Within your group share:
 - One goal
 - One action step
 - One obstacle
 - One strategy
 - Name one person who will support you in carrying out your personal plan



My Personal Plan

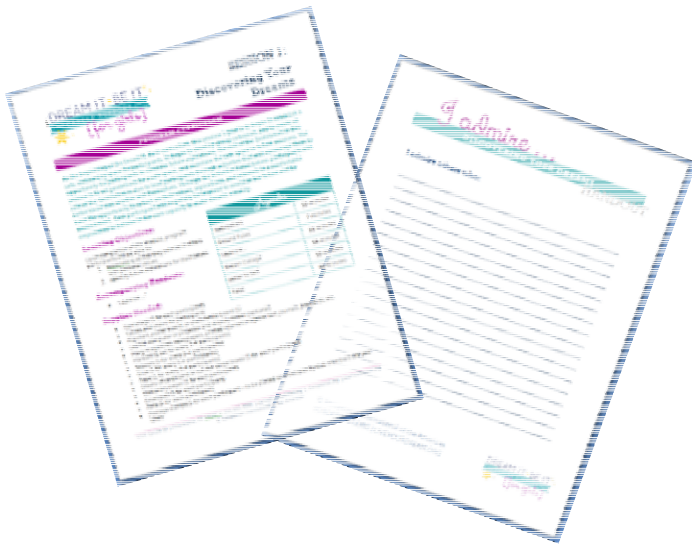
- 
- How does it feel to see your personal plan laid out before you?
 - What are some ways to keep yourself accountable to this plan?
 - How might you support one another in following your personal plan?

Career Guidance Session

- 
- Ask an Expert: Possible Career Guidance Questions
 - Overview of Naviance Family-Connection College and Career Planning Portal for Students and Families

Dream It: Be It SAR Club Participants

- SI Frostburg
- SI Kent & Queen Anne's Counties
- SI Hampton Roads
- SI Montgomery County, MD
- SI Raleigh, NC
- SI Talbot County, MD
- SI Upper Montgomery County, MD



THANK YOU!



**Because every girl deserves to live her dream,
and we're just the women to help!**

