

## Competency 1.00 Vocabulary

UNIT:A	Personal/Social Development
CM01.00	Evaluate individual characteristics/traits, interests/preferences, ability levels, skill acquisition, talents/aptitudes, and values in relation to setting and achieving personal, social, lifestyle, educational and career goals.
<b>VOCABULARY</b>	
<p><b>Abilities:</b> Natural or acquired skill or talent.</p>	
<p><b>Ability:</b> Developed skill.</p>	
<p><b>Age Discrimination Act of 1967:</b> Passed to prohibit discrimination against people between forty and seventy years of age.</p>	
<p><b>Americans with Disabilities Act:</b> 1992; Gives civil rights protections to those provided on the basis of race, sex, national origin, age, and religion; EOC administers these laws.</p>	
<p><b>Aptitudes:</b> Developed abilities; those things that one is good at doing; potential for leaning skills.</p>	
<p><b>Assessment:</b> The act of evaluation.</p>	
<p><b>Attitude:</b> One's outlook on life; how one reacts to a situation.</p>	
<p><b>Auditory:</b> Relating to the sense of hearing.</p>	
<p><b>Career:</b> An occupation or profession followed as a life's work.</p>	
<p><b>Change:</b> To make or become different; to replace with another.</p>	
<p><b>COBRA:</b> Consolidated Omnibus Budget Reconciliation Act; law to provide terminated employees or those who lose insurance coverage because of reduced work to be able to buy group insurance for themselves and their families for a limited amount of time.</p>	
<p><b>Compassion:</b> To care deeply about other people and their well-being.</p>	
<p><b>Divorce:</b> The legal dissolution of a marriage.</p>	
<p><b>Dexterity:</b> Proficiency in using the body or hands.</p>	
<p><b>Equal Employment Opportunities Commission (EEOC):</b> Enforces laws to prevent unfair treatment on the job due to sex, race, color, religion, national origin, disability, or age.</p>	
<p><b>Ethics:</b> The principles of conduct that govern a group or society.</p>	

**VOCABULARY CONTINUED**

**Family Medical Leave Act:** 1993; Requires employers with 50 or more workers to grant up to 12 weeks of unpaid leave a year to allow workers to take time off to help care for a new baby or an ill family member without fear of losing their jobs.

**Fair Labor Standards Act:** Sets minimum wage, requires over-time pay for time worked over 40 hours, and restricts the employment of minors.

**Fatigue:** Weariness from labor or stress; tired.

**Formal assessment:** Standardized written or performance test of knowledge, aptitude, values, etc.

**Gender identity:** Sexual identify; a person knowing that their sex is permanent and cannot be changed.

**Generativity:** State of human development often referred to as the “working years”; between a person’s late twenties and early sixties, when he or she is productive in the world of work, develops a family and re-examines personal beliefs and values.

**Hobby:** A pursuit or interest engaged in for relaxation.

**Holland Codes:** Codes (career personality types) developed by Dr. John Holland based on the assumption that people can be grouped into six personality types. These codes can be compared to characteristics important to occupations.

**Individual:** Pertaining to one only.

**Integrity:** Following a strict code of conduct or standard of values.

**Interests:** Activities, things, and ideas a person likes and enjoys.

**Interest Inventory:** A periodic survey of a person’s interests.

**Interpersonal:** Relationships between persons.

**Intrapersonal:** Relates to independent action.

**Inventory:** An account of things.

**Job:** To do occasional pieces of work for hire; task.

**Kinesthetic:** Relates to interaction with people and objects in real space.

**VOCABULARY CONTINUED**

**Layoff:** An involuntary separation of the employee from the employer for a temporary or indefinite period, through no fault of the employee.

**Learning Styles:** The ways people think and learn.

**Leisure:** Time free from every-day job responsibilities during which a person can pursue personal interests and hobbies.

**Life Roles:** The various parts of one's life, such as citizen, parent, spouse, worker, etc.

**Life Stages:** Changes that occur as we move through life experiences.

**Lifestyle:** The way a person lives his or her life, including geographic location, type of home, method of transportation, and social situations.

**Linguistic:** Pertaining to the use of language.

**Logical:** Use of reliable inference and reasoning.

**Marriage:** The legal unions of a man and woman as husband and wife.

**Naturalist:** Interested in natural environments.

**Occupational Changes:** Changes in job status.

**Parenthood:** The state or relationship of being a parent.

**Pink Slip:** Notice of termination.

**Reduction in force:** The employment of fewer people.

**Rehabilitation Act of 1973:** Extended protection to those with physical or mental handicaps.

**Resources:** Those things that a person can use to help reach goals.

**Responsibility:** A willingness to accept an obligation and be accountable or an action or situation.

**Retirement:** The state of being retired from one's occupation.

**Sandwich Generation:** Group of people who are caring for both their parents and their children.

**Self-concept:** How people view their own skills, interests, and competence level.

**VOCABULARY CONTINUED**

**Self-esteem:** How one views oneself; a feeling of good will with regard to how you feel about yourself; pride; confidence.

**Skill:** Proficiency or ability.

**Social:** Preference to working with others.

**Spatial:** Pertaining to a sense of space.

**Termination:** Dismissal from employment.

**Time Management:** Plan to use time wisely.

**Transition:** The processes of changing from one state, activity, or place to another.

**Unemployment insurance:** A joint state-federal program under which state-administered funds pay a weekly benefit for a limited time to eligible workers when they are involuntarily unemployed.

**Values:** Cherished ideas and beliefs that affect decisions a person makes.

**Verbal:** Expressed in words.

**Visual:** Pertaining to sight.

**Vocational Rehabilitation Services:** Provided free to those who meet the legal eligibility guidelines.

**Wellness:** Good health.

**Work:** Activity directed toward a goal that produces something of value; to exert oneself physically or mentally.

**Work Ethic:** How a person feels about his/her job and the effort he/she puts into it.

**Work Needs:** Those characteristics that employers require for employment (SCANS skills: basic skills, thinking skills, personal qualities, workplace competencies).

**Work Values:** Ideas and beliefs concerning career/work that are important to a person and govern his/her perception of job/occupation/career.

**Worker's Compensation:** Guarantees financial assistance to workers injured on the job.