ALIGNMENT

NACE: Career Readiness Competencies

NACE Career Readiness Competencies to the SOAR Curriculum. 100% standards covered.

Updated Aug 2026 — contact us if the standards have since been revised.

WHERE TO FIND EACH CORRELATION

Every row names where the competency lives in the **SOAR Curriculum** — the complete instructional system: student lessons, teacher-led activities, companion maps and tools, portfolio requirements, rubrics, and digital tools.

HOW TO READ THIS CORRELATION

STRONG — directly and repeatedly taught or practiced (35 of 40). **MODERATE-STRONG** — substantially supported, often through teacher-led practices or root-level treatment (5 of 40). The distinction is published, never hidden.

EVIDENCE BASE

SOAR here means the complete instructional system — student lessons, teacher-led activities, companion maps and tools, portfolio requirements, rubrics, and digital tools — not a claim that every standards phrase appears verbatim in a single lesson.

#	NACE sample behavior	Where it is taught	Rating
CAREER & SELF DEVELOPMENT			
1	Show awareness of own strengths and areas for development.	**SOAR 3.0** (book + software): • Lesson 2: What Are Your Strengths & Superpowers – the multiple intelligences (“How am I smart?”), Multiple Intelligences Inventory, and “How can I discover my superpowers?” – “Note to students with ‘learning differences’”; “emphasize your strengths, accept your weaknesses” • Pre-Post Assessment: Scorecard — the same ~50 items before and after the course, compared in the student’s SOAR account; every lesson previews and reviews its 3–4 items • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher’s Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons’ worth of entries the evidence of learning they present in the Exit Presentation	**STRONG**
2	Identify areas for continual growth while pursuing and applying feedback.	**SOAR 3.0** (book + software): • Pre-Post Assessment: Scorecard — the same ~50 items before and after the course, compared in the student’s SOAR account; every lesson previews and reviews its 3–4 items • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS “What if” feature, “Advocate … politely!”, the retrospective at anchor points, Plan B for setbacks, and “1% better” • Lesson 16: How to Learn Grammar & Punctuation — the Revising & Editing Decoder (RED) rounds and downloadable grammar reference tools • Lesson 15: How to Write Paragraphs & Essays — Writing Roadmap, Phase 3: Revise, Improve, Conference; Phase 6: The Retrospective • Progress Markers (Activities & Anecdotal Observations) and the Assessment Matrix rubrics — see Assessments in Teacher’s Guide • Writing Reflection: see Teacher Presentation Tool, under “Optional Activities” (in all lessons) • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher’s Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons’ worth of entries the evidence of learning they present in the Exit Presentation	**STRONG**

#	NACE sample behavior	Where it is taught	Rating
3	Develop plans and goals for one's future career.	**SOAR 3.0** (book + software): • Lesson 4: Identify Your Priorities — rocks, pebbles and water; “Tasks you MUST do / WANT to do”; anti-priorities and how to block them • Lesson 5: Create Your Goals — the priority chart, action plans (potential actions, how you will measure, target date), and the paradox of goal-setting (commitment plus flexibility) • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 2: What Are Your Strengths & Superpowers — “School only measures two” of the intelligences; strengths named as the basis for future work • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher’s Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons’ worth of entries the evidence of learning they present in the Exit Presentation	STRONG
4	Display curiosity; seek out opportunities to learn.	**SOAR 3.0** (book + software): • Lesson 3: How Does Our Brain Learn? — growth vs. fixed mindset (Mindset Assessment), The Brain Circuit™, “learning is connecting,” and the three brain sections that drive learning • Unit 4: Ask Questions — the unit premise (“Asking questions triggers our Emotional Center, igniting curiosity!”, Lesson 10) • Teacher Presentation Tool — Investigations (every lesson) • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS “What if” feature, “Advocate … politely!”, the retrospective at anchor points, Plan B for setbacks, and “1% better” • Writing Reflection: see Teacher Presentation Tool, under “Optional Activities” (in all lessons)	STRONG
5	Establish, maintain, and/or leverage relationships with people who can help one professionally.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers — build rapport with questions, “Ask … then (actively) listen!”, the Invisible Layers of Communication, and Communication don’ts • Lesson 15: How to Write Paragraphs & Essays — How to write an email — 3Qs + 1 Thank You, sentence starters, subject line written last • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS “What if” feature, “Advocate … politely!”, the retrospective at anchor points, Plan B for setbacks, and “1% better” **ELA Maps** (optional): • Speaking & Listening Map – Build Rapport (R.A.P.P.O.R.T.), Communication “Don’ts,” and the Invisible Layers of Communication – Interpersonal Communication: Actively Listen (eye contact, open posture, body language and tone carry 93% of the message, avoid interrupting, “Is there more?”, clarifying questions); Formal Listening, Steps 1–5 – the Empathy Map’s seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel) – “Need Clarification? Afraid to Ask Your Teacher?” script	MODERATE-STRONG

#	NACE sample behavior	Where it is taught	Rating
COMMUNICATION			
6	Understand and demonstrate verbal, written, and nonverbal/body-language abilities.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers — build rapport with questions, “Ask … then (actively) listen!”, the Invisible Layers of Communication, and Communication don’ts • Lesson 12: How to Listen & Take Notes — the listening and note-taking routine • Lesson 15: How to Write Paragraphs & Essays — the Writing Roadmap’s six phases, the Four-Square, the 3D Writing Organizer (student-built; digital version provided), and the Revising & Editing Decoder (RED) • Lesson 16: How to Learn Grammar & Punctuation — the Revising & Editing Decoder (RED) rounds and downloadable grammar reference tools • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics **ELA Maps** (optional): • Speaking & Listening Map – Interpersonal Communication: Actively Listen (eye contact, open posture, body language and tone carry 93% of the message, avoid interrupting, “Is there more?”, clarifying questions); Formal Listening, Steps 1–5 – Formal Speaking: Giving a Presentation (The Content, The Visuals — 5×5 rule, The Delivery — eight practice steps)	STRONG
7	Employ active listening, persuasion, and influencing skills.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers – build rapport with questions, “Ask … then (actively) listen!”, the Invisible Layers of Communication, and Communication don’ts – steps to win-win solutions, the Conflict Map, and the two-man saw mindset (“What is motivating them? How would I feel?”) • Lesson 15: How to Write Paragraphs & Essays – How to write an email — 3Qs + 1 Thank You, sentence starters, subject line written last – Writing Roadmap (Argument); Composition REDecoder codes U–Y: defend opinions with facts and evidence • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics **ELA Maps** (optional): • Speaking & Listening Map – Interpersonal Communication: Actively Listen (eye contact, open posture, body language and tone carry 93% of the message, avoid interrupting, “Is there more?”, clarifying questions); Formal Listening, Steps 1–5 – the Conflict Map (Destructive vs. Constructive Path: Tame It · Name It · Claim It · Evaluate all Perspectives · Define Your Boundaries · Identify Common Ground · Find Win-Win Solutions · Use “I” Statements) – “Need Clarification? Afraid to Ask Your Teacher?” script	STRONG

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8	Communicate in a clear and organized manner so others can effectively understand.	**SOAR 3.0** (book + software): • Lesson 15: How to Write Paragraphs & Essays — the Writing Roadmap's six phases, the Four-Square, the 3D Writing Organizer (student-built; digital version provided), and the Revising & Editing Decoder (RED) • Lesson 12: How to Listen & Take Notes — the listening and note-taking routine • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation **ELA Maps** (optional): • Speaking & Listening Map — Formal Speaking: Giving a Presentation (The Content, The Visuals — 5×5 rule, The Delivery — eight practice steps)	STRONG
9	Frame communication with respect to diversity of learning styles, individual communication abilities, and cultural differences.	**SOAR 3.0** (book + software): • Lesson 2: What Are Your Strengths & Superpowers – the multiple intelligences ("How am I smart?"), Multiple Intelligences Inventory, and "How can I discover my superpowers?" – "Note to students with 'learning differences'"; "emphasize your strengths, accept your weaknesses" • Lesson 11: How to Communicate with Teachers & Peers — build rapport with questions, "Ask … then (actively) listen!", the Invisible Layers of Communication, and Communication don'ts • Lesson 15: How to Write Paragraphs & Essays — Writing Roadmap, Phase 1: "c. intended audience" • Delivery and accessibility: workbook + software dual delivery, audio narration on every lesson, closed captions on all videos, the accessible build with alt text, and a no-materials alternative for every optional supply • Multi-Media Links and Articles: see Teacher Presentation Tool, under "Optional Activities" (in all lessons) **ELA Maps** (optional): • Speaking & Listening Map – the Empathy Map's seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel) – Build Rapport (R.A.P.P.O.R.T.), Communication "Don'ts," and the Invisible Layers of Communication	STRONG

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10	Ask appropriate questions for specific information from supervisors, specialists, and others.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers — build rapport with questions, "Ask … then (actively) listen!", the Invisible Layers of Communication, and Communication don'ts • Lesson 15: How to Write Paragraphs & Essays — How to write an email — 3Qs + 1 Thank You, sentence starters, subject line written last • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" **ELA Maps** (optional): • Speaking & Listening Map – "Need Clarification? Afraid to Ask Your Teacher?" script – Interpersonal Communication: Actively Listen (eye contact, open posture, body language and tone carry 93% of the message, avoid interrupting, "Is there more?", clarifying questions); Formal Listening, Steps 1–5	STRONG
CRITICAL THINKING			
11	Make decisions and solve problems using sound, inclusive reasoning and judgment.	**SOAR 3.0** (book + software): • Lesson 4: Identify Your Priorities — rocks, pebbles and water; "Tasks you MUST do / WANT to do"; anti-priorities and how to block them • Lesson 5: Create Your Goals — the priority chart, action plans (potential actions, how you will measure, target date), and the paradox of goal-setting (commitment plus flexibility) • Lesson 11: How to Communicate with Teachers & Peers — steps to win-win solutions, the Conflict Map, and the two-man saw mindset ("What is motivating them? How would I feel?") • Lesson 9: Organize Your Time & Manage Stress — seek efficiency (the 24-hour jar), reduce distractions, power down, use down-time, develop routines **ELA Maps** (optional): • Speaking & Listening Map – the Conflict Map (Destructive vs. Constructive Path: Tame It · Name It · Claim It · Evaluate all Perspectives · Define Your Boundaries · Identify Common Ground · Find Win-Win Solutions · Use "I" Statements) – the Empathy Map's seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel)	STRONG

#	NACE sample behavior	Where it is taught	Rating
12	Gather and analyze information from a diverse set of sources and individuals to fully solve a problem.	**SOAR 3.0** (book + software): • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" • Lesson 15: How to Write Paragraphs & Essays — collecting research and numbering each source on the 3D Writing Organizer • Lesson 12: How to Listen & Take Notes — the listening and note-taking routine • Lesson 2: What Are Your Strengths & Superpowers — Apply + practice: interview people representing the different intelligences **ELA Maps** (optional): • Speaking & Listening Map — the Empathy Map's seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel)	STRONG
13	Proactively anticipate needs and prioritize action steps.	**SOAR 3.0** (book + software): • Lesson 4: Identify Your Priorities — rocks, pebbles and water; "Tasks you MUST do / WANT to do"; anti-priorities and how to block them • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 5: Create Your Goals — the priority chart, action plans (potential actions, how you will measure, target date), and the paradox of goal-setting (commitment plus flexibility) • Lesson 18: How to Track Progress & Keep Moving Forward — the 7-Minute Sunday Session gradebook check; "Unexpected challenges will happen"	STRONG
14	Accurately summarize and interpret data with awareness of personal biases that may impact outcomes.	**SOAR 3.0** (book + software): • Pre-Post Assessment: Scorecard — the same ~50 items before and after the course, compared in the student's SOAR account; every lesson previews and reviews its 3–4 items • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" • Lesson 9: Organize Your Time & Manage Stress — seek efficiency (the 24-hour jar), reduce distractions, power down, use down-time, develop routines • Lesson 5: Create Your Goals — "B. How will you measure" progress; "Expectations vs Reality" (Lesson 18) • Progress Markers (Activities & Anecdotal Observations) and the Assessment Matrix rubrics — see Assessments in Teacher's Guide • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation	STRONG

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15	Effectively communicate actions and rationale, recognizing diverse perspectives and lived experiences of stakeholders.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers – Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, "beware of group-think," address conflicts immediately, reflect, celebrate) – steps to win-win solutions, the Conflict Map, and the two-man saw mindset ("What is motivating them? How would I feel?") • Lesson 15: How to Write Paragraphs & Essays — How to write an email — 3Qs + 1 Thank You, sentence starters, subject line written last • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics • Writing Reflection: see Teacher Presentation Tool, under "Optional Activities" (in all lessons) • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation **ELA Maps** (optional): • Speaking & Listening Map – the Empathy Map's seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel) – How to Work with a Group: Emotional Safety ("the #1 most important factor"), Ten Ways to Manage Group-Work, "BEWARE OF GROUP-THINK!", the Two-Man Saw – the Conflict Map (Destructive vs. Constructive Path: Tame It · Name It · Claim It · Evaluate all Perspectives · Define Your Boundaries · Identify Common Ground · Find Win-Win Solutions · Use "I" Statements)	**STRONG**

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EQUITY & INCLUSION			
16	Solicit and use feedback from multiple cultural perspectives to make inclusive and equity-minded decisions.	**SOAR 3.0** (book + software): • Lesson 2: What Are Your Strengths & Superpowers — Apply + practice: interview eight unique people representing the multiple intelligences • Lesson 11: How to Communicate with Teachers & Peers – Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, “beware of group-think,” address conflicts immediately, reflect, celebrate) – steps to win-win solutions, the Conflict Map, and the two-man saw mindset (“What is motivating them? How would I feel?”) • Turn & Talk prompts: see Teacher Presentation Tool, under “Optional Activities” (in all lessons) • Writing Reflection: see Teacher Presentation Tool, under “Optional Activities” (in all lessons) • Delivery and accessibility: workbook + software dual delivery, audio narration on every lesson, closed captions on all videos, the accessible build with alt text, and a no-materials alternative for every optional supply **ELA Maps** (optional): • Speaking & Listening Map – the Empathy Map’s seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel) – How to Work with a Group: Emotional Safety (“the #1 most important factor”), Ten Ways to Manage Group-Work, “BEWARE OF GROUP-THINK!”, the Two-Man Saw	**MODERATE-STRONG**
17	Actively contribute and advocate for inclusive and equitable practices that influence individual and systemic change.	**SOAR 3.0** (book + software): • Lesson 2: What Are Your Strengths & Superpowers — “Note to students with ‘learning differences’”; “emphasize your strengths, accept your weaknesses” • Lesson 11: How to Communicate with Teachers & Peers — Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, “beware of group-think,” address conflicts immediately, reflect, celebrate) • Delivery and accessibility: workbook + software dual delivery, audio narration on every lesson, closed captions on all videos, the accessible build with alt text, and a no-materials alternative for every optional supply • Every optional supply has a built-in no-materials alternative; Investigations carry an answer key students may use freely **ELA Maps** (optional): • Speaking & Listening Map — How to Work with a Group: Emotional Safety (“the #1 most important factor”), Ten Ways to Manage Group-Work, “BEWARE OF GROUP-THINK!”, the Two-Man Saw	**STRONG**

#	NACE sample behavior	Where it is taught	Rating
18	Seek global cross-cultural interactions and experiences that enhance understanding of people from different demographic groups.	**SOAR 3.0** (book + software): • Lesson 2: What Are Your Strengths & Superpowers — Apply + practice: interview unique people representing the multiple intelligences • Lesson 11: How to Communicate with Teachers & Peers — build rapport with questions, “Ask … then (actively) listen!”, the Invisible Layers of Communication, and Communication don’ts **ELA Maps** (optional): • Speaking & Listening Map — the Empathy Map’s seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel)	MODERATE-STRONG
19	Keep an open mind to diverse ideas and new ways of thinking.	**SOAR 3.0** (book + software): • Lesson 2: What Are Your Strengths & Superpowers – the multiple intelligences (“How am I smart?”), Multiple Intelligences Inventory, and “How can I discover my superpowers?” – “Note to students with ‘learning differences’”; “emphasize your strengths, accept your weaknesses” • Lesson 3: How Does Our Brain Learn? — growth vs. fixed mindset (Mindset Assessment), The Brain Circuit™, “learning is connecting,” and the three brain sections that drive learning • Lesson 11: How to Communicate with Teachers & Peers – Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, “beware of group-think,” address conflicts immediately, reflect, celebrate) – steps to win-win solutions, the Conflict Map, and the two-man saw mindset (“What is motivating them? How would I feel?”) **ELA Maps** (optional): • Speaking & Listening Map – the Empathy Map’s seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel) – How to Work with a Group: Emotional Safety (“the #1 most important factor”), Ten Ways to Manage Group-Work, “BEWARE OF GROUP-THINK!”, the Two-Man Saw – the Conflict Map (Destructive vs. Constructive Path: Tame It · Name It · Claim It · Evaluate all Perspectives · Define Your Boundaries · Identify Common Ground · Find Win-Win Solutions · Use “I” Statements)	STRONG

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20	Identify resources and eliminate barriers resulting from individual and systemic racism, inequities, and biases.	**SOAR 3.0** (book + software): • Every lesson — "Making the invisible, visible": the barrier each lesson names and the strategy that removes it • Lesson 2: What Are Your Strengths & Superpowers – the multiple intelligences ("How am I smart?"), Multiple Intelligences Inventory, and "How can I discover my superpowers?" – "Note to students with 'learning differences'"; "emphasize your strengths, accept your weaknesses" • Lesson 11: How to Communicate with Teachers & Peers — build rapport with questions, "Ask … then (actively) listen!", the Invisible Layers of Communication, and Communication don'ts • Delivery and accessibility: workbook + software dual delivery, audio narration on every lesson, closed captions on all videos, the accessible build with alt text, and a no-materials alternative for every optional supply **ELA Maps** (optional): **Note:** SOAR addresses this at a root level — it makes invisible barriers visible, teaches strategies around challenges, develops empathy, highlights neurodiversity and learning differences, and builds appreciation for diverse strengths, abilities, perspectives and backgrounds. It is not positioned as an explicit anti-racism curriculum. • Speaking & Listening Map — the Empathy Map's seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel)	MODERATE-STRONG
LEADERSHIP			
21	Inspire, persuade, and motivate self and others under a shared vision.	**SOAR 3.0** (book + software): • Lesson 5: Create Your Goals — the priority chart, action plans (potential actions, how you will measure, target date), and the paradox of goal-setting (commitment plus flexibility) • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation • Lesson 11: How to Communicate with Teachers & Peers — Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, "beware of group-think," address conflicts immediately, reflect, celebrate) • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics • Teacher Presentation Tool — Investigations (every lesson) **ELA Maps** (optional): • Speaking & Listening Map — How to Work with a Group: Emotional Safety ("the #1 most important factor"), Ten Ways to Manage Group-Work, "BEWARE OF GROUP-THINK!", the Two-Man Saw	MODERATE-STRONG

#	NACE sample behavior	Where it is taught	Rating
22	Use innovative thinking to go beyond traditional methods.	**SOAR 3.0** (book + software): • Lesson 3: How Does Our Brain Learn? — growth vs. fixed mindset (Mindset Assessment), The Brain Circuit™, "learning is connecting," and the three brain sections that drive learning • Every lesson — the strategy is taught, then Apply + practice asks students to customize it to their own classes, planner, study routine and communication • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 9: Organize Your Time & Manage Stress — seek efficiency (the 24-hour jar), reduce distractions, power down, use down-time, develop routines • Lesson 18: How to Track Progress & Keep Moving Forward — Kaizen: "1% better!"; write down your three kaizen strategies	STRONG
23	Serve as a role model to others by approaching tasks with confidence and a positive attitude.	**SOAR 3.0** (book + software): • Lesson 2: What Are Your Strengths & Superpowers — the multiple intelligences ("How am I smart?"), Multiple Intelligences Inventory, and "How can I discover my superpowers?" • Lesson 3: How Does Our Brain Learn? — growth vs. fixed mindset (Mindset Assessment), The Brain Circuit™, "learning is connecting," and the three brain sections that drive learning • Lesson 9: Organize Your Time & Manage Stress — seek efficiency (the 24-hour jar), reduce distractions, power down, use down-time, develop routines • Lesson 17: How to Give Presentations — "Confidence is built through preparation!" • Progress Markers (Activities & Anecdotal Observations) and the Assessment Matrix rubrics — see Assessments in Teacher's Guide • Writing Reflection: see Teacher Presentation Tool, under "Optional Activities" (in all lessons) • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation	STRONG
24	Motivate and inspire others by encouraging them and building mutual trust.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers – build rapport with questions, "Ask … then (actively) listen!", the Invisible Layers of Communication, and Communication don'ts – Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, "beware of group-think," address conflicts immediately, reflect, celebrate) **ELA Maps** (optional): • Speaking & Listening Map – Build Rapport (R.A.P.P.O.R.T.), Communication "Don'ts," and the Invisible Layers of Communication – How to Work with a Group: Emotional Safety ("the #1 most important factor"), Ten Ways to Manage Group-Work, "BEWARE OF GROUP-THINK!", the Two-Man Saw – Interpersonal Communication: Actively Listen (eye contact, open posture, body language and tone carry 93% of the message, avoid interrupting, "Is there more?", clarifying questions); Formal Listening, Steps 1–5 – the Empathy Map's seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel)	STRONG

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25	Plan, initiate, manage, complete, and evaluate projects.	**SOAR 3.0** (book + software): • Lesson 5: Create Your Goals — the priority chart, action plans (potential actions, how you will measure, target date), and the paradox of goal-setting (commitment plus flexibility) • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 11: How to Communicate with Teachers & Peers — Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, "beware of group-think," address conflicts immediately, reflect, celebrate) • Lesson 15: How to Write Paragraphs & Essays — the Writing Roadmap's six phases, from Plan to Publish to The Retrospective • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" • Progress Markers (Activities & Anecdotal Observations) and the Assessment Matrix rubrics — see Assessments in Teacher's Guide • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation	STRONG
PROFESSIONALISM			
26	Act equitably with integrity and accountability to self, others, and the organization.	**SOAR 3.0** (book + software): • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" • Lesson 5: Create Your Goals — the priority chart, action plans (potential actions, how you will measure, target date), and the paradox of goal-setting (commitment plus flexibility) • Lesson 11: How to Communicate with Teachers & Peers – Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, "beware of group-think," address conflicts immediately, reflect, celebrate) – build rapport with questions, "Ask … then (actively) listen!", the Invisible Layers of Communication, and Communication don'ts • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Progress Markers (Activities & Anecdotal Observations) and the Assessment Matrix rubrics — see Assessments in Teacher's Guide • Writing Reflection: see Teacher Presentation Tool, under "Optional Activities" (in all lessons)	STRONG

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27	Maintain a positive personal brand in alignment with organization and personal career values.	**SOAR 3.0** (book + software): • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation • Lesson 2: What Are Your Strengths & Superpowers — the multiple intelligences ("How am I smart?"), Multiple Intelligences Inventory, and "How can I discover my superpowers?" • Writing Reflection: see Teacher Presentation Tool, under "Optional Activities" (in all lessons) • Final Project: Exit Presentation — see Assessments in Teacher's Guide: the end-of-course synthesis of strengths, growth and future workplace value, built from the student's Skill Demonstration Portfolio entries and presented to an audience as a precursor to a job interview	STRONG
28	Be present and prepared; have attention to detail; demonstrate dependability.	**SOAR 3.0** (book + software): • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 7: Organize Your Papers & Digital Files — the SOAR Binder and the mirrored digital file system • Lesson 8: Organize Your Space — the four steps to organize any space; bookbag and locker; "Take Two!" • Lesson 12: How to Listen & Take Notes — the listening and note-taking routine • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" • Progress Markers (Activities & Anecdotal Observations) and the Assessment Matrix rubrics — see Assessments in Teacher's Guide • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation	STRONG
29	Prioritize and complete tasks; consistently meet or exceed goals and expectations.	**SOAR 3.0** (book + software): • Lesson 4: Identify Your Priorities — rocks, pebbles and water; "Tasks you MUST do / WANT to do"; anti-priorities and how to block them • Lesson 5: Create Your Goals — the priority chart, action plans (potential actions, how you will measure, target date), and the paradox of goal-setting (commitment plus flexibility) • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 9: Organize Your Time & Manage Stress — seek efficiency (the 24-hour jar), reduce distractions, power down, use down-time, develop routines • Progress Markers (Activities & Anecdotal Observations) and the Assessment Matrix rubrics — see Assessments in Teacher's Guide	STRONG

#	NACE sample behavior	Where it is taught	Rating
30	Show a high level of dedication toward doing a good job.	**SOAR 3.0** (book + software): • Lesson 16: How to Learn Grammar & Punctuation — the Revising & Editing Decoder (RED) rounds and downloadable grammar reference tools • Lesson 15: How to Write Paragraphs & Essays — Writing Roadmap, Phase 3: Revise, Improve, Conference; Phase 4: Edit; Phase 6: The Retrospective • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS “What if” feature, “Advocate … politely!”, the retrospective at anchor points, Plan B for setbacks, and “1% better” • Progress Markers (Activities & Anecdotal Observations) and the Assessment Matrix rubrics — see Assessments in Teacher’s Guide • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher’s Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons’ worth of entries the evidence of learning they present in the Exit Presentation	**STRONG**
TEAMWORK			
31	Listen carefully to others, taking time to understand and ask appropriate questions without interrupting.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers — build rapport with questions, “Ask … then (actively) listen!”, the Invisible Layers of Communication, and Communication don’ts • Lesson 12: How to Listen & Take Notes — the listening and note-taking routine **ELA Maps** (optional): • Speaking & Listening Map – Interpersonal Communication: Actively Listen (eye contact, open posture, body language and tone carry 93% of the message, avoid interrupting, “Is there more?”, clarifying questions); Formal Listening, Steps 1–5 – “Need Clarification? Afraid to Ask Your Teacher?” script	**STRONG**

#	NACE sample behavior	Where it is taught	Rating
32	Effectively manage conflict, interact with and respect diverse personalities, and meet ambiguity with resilience.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers – steps to win-win solutions, the Conflict Map, and the two-man saw mindset ("What is motivating them? How would I feel?") – build rapport with questions, "Ask … then (actively) listen!", the Invisible Layers of Communication, and Communication don'ts – Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, "beware of group-think," address conflicts immediately, reflect, celebrate) • Lesson 18: How to Track Progress & Keep Moving Forward — How to handle setbacks; Plan B: choose your response **ELA Maps** (optional): • Speaking & Listening Map – the Conflict Map (Destructive vs. Constructive Path: Tame It · Name It · Claim It · Evaluate all Perspectives · Define Your Boundaries · Identify Common Ground · Find Win-Win Solutions · Use "I" Statements) – the Empathy Map's seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel) – How to Work with a Group: Emotional Safety ("the #1 most important factor"), Ten Ways to Manage Group-Work, "BEWARE OF GROUP-THINK!", the Two-Man Saw	**STRONG**
33	Be accountable for individual and team responsibilities and deliverables.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers — Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, "beware of group-think," address conflicts immediately, reflect, celebrate) • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions **ELA Maps** (optional): • Speaking & Listening Map — How to Work with a Group: Emotional Safety ("the #1 most important factor"), Ten Ways to Manage Group-Work, "BEWARE OF GROUP-THINK!", the Two-Man Saw	**STRONG**

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#	NACE sample behavior	Where it is taught	Rating
34	Collaborate with others to achieve common goals; exercise the ability to compromise and be agile.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers – Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, "beware of group-think," address conflicts immediately, reflect, celebrate) – steps to win-win solutions, the Conflict Map, and the two-man saw mindset ("What is motivating them? How would I feel?") • Lesson 5: Create Your Goals — the priority chart, action plans (potential actions, how you will measure, target date), and the paradox of goal-setting (commitment plus flexibility) **ELA Maps** (optional): • Speaking & Listening Map – How to Work with a Group: Emotional Safety ("the #1 most important factor"), Ten Ways to Manage Group-Work, "BEWARE OF GROUP-THINK!", the Two-Man Saw – the Conflict Map (Destructive vs. Constructive Path: Tame It · Name It · Claim It · Evaluate all Perspectives · Define Your Boundaries · Identify Common Ground · Find Win-Win Solutions · Use "I" Statements) – the Empathy Map's seven zones (who we are empathizing with; what they need to do; what they see, say, do, hear, think and feel)	STRONG
35	Build strong, positive working relationships with supervisors and team members/coworkers.	**SOAR 3.0** (book + software): • Lesson 11: How to Communicate with Teachers & Peers – build rapport with questions, "Ask … then (actively) listen!", the Invisible Layers of Communication, and Communication don'ts – Ten ways to manage group work (purpose, roles and deadlines, collaboration method, put it in writing, communicate frequently, "beware of group-think," address conflicts immediately, reflect, celebrate) – steps to win-win solutions, the Conflict Map, and the two-man saw mindset ("What is motivating them? How would I feel?") • Lesson 15: How to Write Paragraphs & Essays — How to write an email — 3Qs + 1 Thank You, sentence starters, subject line written last • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" **ELA Maps** (optional): • Speaking & Listening Map – Build Rapport (R.A.P.P.O.R.T.), Communication "Don'ts," and the Invisible Layers of Communication – Interpersonal Communication: Actively Listen (eye contact, open posture, body language and tone carry 93% of the message, avoid interrupting, "Is there more?", clarifying questions); Formal Listening, Steps 1–5 – How to Work with a Group: Emotional Safety ("the #1 most important factor"), Ten Ways to Manage Group-Work, "BEWARE OF GROUP-THINK!", the Two-Man Saw	STRONG

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#	NACE sample behavior	Where it is taught	Rating
TECHNOLOGY			
36	Use technology to improve efficiency and productivity of work.	**SOAR 3.0** (book + software): • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 7: Organize Your Papers & Digital Files — the SOAR Binder and the mirrored digital file system • Lesson 10: How to Read Textbooks and Nonfiction — "How to read 'other' nonfiction: online," and for videos • Lesson 15: How to Write Paragraphs & Essays — the digital 3D Writing Organizer (PowerPoint or Google Slides) • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation	STRONG
37	Navigate change and be open to learning new technologies.	**SOAR 3.0** (book + software): • Student software delivery — all three lesson Layers run in the software for independent progression, with audio narration, captions and the accessible build; students work in it from Lesson 1 • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 7: Organize Your Papers & Digital Files — the SOAR Binder and the mirrored digital file system • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation	STRONG
38	Manage technology to integrate information to support relevant, effective, and timely decision-making.	**SOAR 3.0** (book + software): • Lesson 6: Schedule Time to Take Action – the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions – "information comes from other sources" (LMS, school software, teachers) and is consolidated onto one planner • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better"	STRONG

#	NACE sample behavior	Where it is taught	Rating
39	Quickly adapt to new or unfamiliar technologies.	**SOAR 3.0** (book + software): • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics • Lesson 15: How to Write Paragraphs & Essays — the digital 3D Writing Organizer (PowerPoint or Google Slides) • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" • Lesson 7: Organize Your Papers & Digital Files — the SOAR Binder and the mirrored digital file system • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation	**STRONG**
40	Manipulate information, construct ideas, and use technology to achieve strategic goals.	**SOAR 3.0** (book + software): • Lesson 7: Organize Your Papers & Digital Files — the SOAR Binder and the mirrored digital file system • Lesson 15: How to Write Paragraphs & Essays — collecting research and numbering each source on the 3D Writing Organizer; the digital 3D Writing Organizer • Lesson 17: How to Give Presentations — the content (pp. 1–2 of the Writing Roadmap), the visuals (clean slide template), the delivery, and Step 6: confirm technology logistics • Lesson 6: Schedule Time to Take Action — the weekly planner, digital calendar + task-manager vs. paper planner, and anchor points, including the Seven-Minute Sunday Sessions • Lesson 18: How to Track Progress & Keep Moving Forward — check your gradebook weekly, look at missing grades, the LMS "What if" feature, "Advocate … politely!", the retrospective at anchor points, Plan B for setbacks, and "1% better" • Skill Demonstration Portfolio and Final Project: Exit Presentation — see Assessments in Teacher's Guide: a portfolio entry after every lesson, then at the end of the course students choose from their 18 lessons' worth of entries the evidence of learning they present in the Exit Presentation	**STRONG**

NOTES

Claim. The SOAR Curriculum aligns with all 40 NACE Career Readiness sample behaviors at a moderate-or-stronger level.

Equity & Inclusion nuance. The SOAR Curriculum does not position itself as an explicit anti-racism curriculum. It goes a layer deeper by cultivating authentic appreciation for strengths, superpowers, learning differences, diverse perspectives, and effective communication — making invisible barriers visible so more learners can participate successfully.

Source. NACE Career Readiness Competencies and sample behaviors (2026 handout) and the SOAR Curriculum. This document should not be presented as an official NACE certification or endorsement.

Keeping this current. *Updated Aug 2026. Standards bodies revise; if the standards have been updated since this date, contact us and we'll update the correlation.