21st Century Employability Skills
Entrepreneurial Mindset
Lesson 2: Intrapreneurship
The Primary Attributes (Traits) of Entrepreneurial Mindset:

1. Self-motivated and seeks new knowledge, skills, and greater work responsibilities.
2. Willing to take risks and learn from mistakes in order to improve a product, service, or process.
3. Can work within an established organization (intrapreneur) or set up his/her own business (entrepreneur/social entrepreneur) while keeping in mind client or customer needs.
4. Thinks of new ideas and ways of doing things by drawing connections, comparisons, and combining different sources of information.
Intrapreneurship Lesson Desired Outcomes:

- Understand how changes in the workplace are requiring workers to embrace an entrepreneurial mindset, even while working within established organizations. This includes self-motivation, innovation, thinking of new ways to do tasks, and professional development.

- Identify examples of entrepreneurial thinking in the workplace.

- Develop an action plan to practice intrapreneurial behavior in the workplace.
Demands of a Changing Workplace

20th Century Work
- Place-based
- Task-based
- 8 am-5 pm

21st Century Work
- Virtual
- Project-based
- 24/7
The self-managed work environment of the 21st Century requires many skills that entrepreneurs have historically utilized.

What employers are looking for are people who are “intrapreneurial”

Meaning they behave and think like entrepreneurs within an existing organization.
Definitions

Intrapreneurs

- An employee of an organization that has the skill set to think creatively, solve problems, and/or create new products, services, or systems

- Has entrepreneurial skills but instead of setting up own business/organization, uses those skills to work for others and create improvements

Social Entrepreneurship

- Using entrepreneurial skills to develop, fund, and implement solutions to social, cultural, and/or environmental issues.

- This can be applied to new businesses/organizations or existing ones.

- See the League of Intrapreneurs video: https://vimeo.com/50611408

CALLING ALL SOCIAL INTRAPRENEURS!

Wait a second, a social Intra- pre- WHAT?
Entrepreneurial Traits that Employers Want

- Resourcefulness
- Innovative
- Problem-solving
- Creativity
- Self-awareness
- Extensive social networks
- Self-initiative
- Self-managing

Do You Think More Like an Entrepreneur or an Intrapreneur?

Take the Quiz-

Virgin Company Quiz: Are you an intrapreneur or entrepreneur?

https://www.virgin.com/entrepreneur/quiz-are-you-intrapreneur-or-entrepreneur
How Have YOU Applied These Skills?

- In small groups of 2-4, discuss how you have applied an entrepreneurial mindset in the workplace or in school.
- Give specific examples.
- Discuss why employers might choose candidates who, in an interview, can give specific examples of this mindset and skills over candidates who cannot give specific examples.
Action Worksheet

- Complete the Intrapreneurship worksheet
- Observe other workers’ behavior and how it might be entrepreneurial or not. For instance, if you experience poor customer service, think how the person might have been more entrepreneurial to make it better.
- Be aware of how you are applying an entrepreneurial mindset in the workplace and document your actions for future reference.
Which choice shows the best intrapreneurial approach to work?

Playlist: www.youtube.com/playlist?list=PLWCjcrQpQiFZn9kWvXIKTnd-DOscOEs6A
Next Steps: Practice!

LinkedIn and New World of Work have partnered to provide suggested next steps after each of the 21st Century Skills lessons.

Go to: www.linkedin.com/learning

These videos will help you continue to explore Entrepreneurial Mindset. You can earn certificates of completion to post on your LinkedIn profiles along with any of your digital badges and skills verifications.

Courses:
 Leading and Working in Teams  Focus on Your Skills

Videos:
 Learn about what motivates you  How do you surface new ideas?  Brainstorming  Evaluating ideas  Add impact to your ideas  Monitor and control risks  Taking the right risks  Learning from your mistakes  Are you an entrepreneur? Know yourself as the entrepreneur