

Indiana's Employability Skills Standards and DESSA Crosswalk

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[Indiana's Employability Skills Standards](#), published in 2019, prepare students for the ever-changing needs of today's workforce. Formerly referred to as "soft skills," these are identified as essential, in-demand skills for all jobseekers regardless of experience or occupation.

The DESSA suite of assessments measures key social and emotional competencies essential for student success now and into the future. The DESSA assessments span kindergarten through 12th grade and can be completed by educators, students, and parents or guardians. The assessments are nationally standardized, norm-referenced, strength-based behavior rating scales, measuring the positive skills, behaviors, and mindsets necessary for students to thrive.

This crosswalk highlights the alignment between Indiana's Employability Skills and Standards and DESSA assessment items. It demonstrates how the DESSA assessments can be used by districts and schools to ensure every Indiana student develops the skills to be fully and authentically engaged in their own social and emotional learning, become more empowered learners, and become well-prepared and resilient members of the future workforce.

Alignment between Indiana's Employability Skills and DESSA Items

Mindsets The established set of attitudes impacting self-growth.	
<i>Employability Skills</i>	<i>DESSA Items</i>
Lifelong Learning Demonstrate willingness to work and learn, and continually apply new knowledge.	<ul style="list-style-type: none">• Ask questions when they did not understand something• Show a willingness to examine their beliefs and opinions• Work to develop their personal strengths• Work carefully on projects or schoolwork• Show a willingness to update their thinking• Gather information before making an important decision
Self-Confidence Possess belief in own ability to succeed and assert self when necessary.	<ul style="list-style-type: none">• Speak positively about their future potential• Express high expectations for themselves• Believe they can achieve their goals• Believe they can overcome setbacks• Expect that they will be successful

Work Ethic A set of values centered on the importance of doing work and reflected especially in a desire or determination to work hard.	
<i>Employability Skills</i>	<i>DESSA Items</i>
Self-Discipline Demonstrate self-control and behave in accordance with rules with minimal direction.	<ul style="list-style-type: none"> • Stay focused despite a distraction • Think before they acted • Stay calm when faced with a challenge • Can motivate themselves when they don't want to do something • Can calm down when they are upset
Independence Successfully carry out expectations with minimal supervision.	<ul style="list-style-type: none"> • Contribute to group or team goals • Take action to solve problems • Agree to and follow expectations for their behavior • Do the right thing in a difficult situation • Accept responsibility for their actions
Perseverance Demonstrate endurance, and capacity to complete tasks.	<ul style="list-style-type: none"> • Keep trying when unsuccessful • Persist to achieve a goal • Believe they can achieve their goals
Time Management and Organization Plan and organize long and short-term goals while understanding how to balance school, home, and community activities.	<ul style="list-style-type: none"> • Set goals for themselves • Prepare for school, activities, or upcoming events • Believe they can achieve their goals • Expect that they will be successful
Adaptability Manage transitions and adjust to changing situations and responsibilities.	<ul style="list-style-type: none"> • Adapt well to new situations • Feel comfortable being themselves in different situations • Can adjust their behavior to match different settings • Can update their thinking as they learn more about something • Accept responsibility for their actions
Integrity Act in a trustworthy and honest manner.	<ul style="list-style-type: none"> • Agree to and follow expectations for their behavior • Stand up for a friend or classmate • Do the right thing in a difficult situation • Accept responsibility for their actions

<p>Professionalism Demonstrate skills and behaviors appropriate for school and work environments.</p>	<ul style="list-style-type: none"> • Work carefully on projects or schoolwork • Contribute to group or team goals • Contribute to creating a positive learning environment • Agree to and follow expectations for their behavior • Get along well with different types of people • Interact positively with classmates • Prepare for school, activities, or upcoming events • Stay focused despite a distraction
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<p>Learning Strategies Processes and tactics students employ to aid in the cognitive work of thinking, remembering or learning.</p>	
<i>Employability Skills</i>	<i>DESSA Items</i>
<p>Effective Communication Apply skills to clearly, effectively, and convincingly express ideas and messages to others appropriate to the environment.</p>	<ul style="list-style-type: none"> • Respect a person's right to have a different opinion • Help make their class a place where everyone can learn • Work carefully on projects or schoolwork • Adjust their behavior to match different settings • Believe their contributions to a group or team matter
<p>Aptitude Awareness Identify and communicate individual interests and skills that align related coursework and experiences to potential career paths and to in-demand occupations.</p>	<ul style="list-style-type: none"> • Show an awareness of their personal strengths • Demonstrate a sense of who they are and what is important to them • Can describe the things that matter most to them • Set goals for themselves • Speak positively about their future potential • Express high expectations for themselves
<p>Decision-Making Utilize critical thinking skills and perspectives of others to make informed decisions based on options, rewards, risks, limits, and goals.</p>	<ul style="list-style-type: none"> • Respect a person's right to have a different perspective • Demonstrate openness to new situations, experiences, and people • Update their thinking as they learn more about something • Gather information before making an important decision • Do the right thing in a difficult situation

<p>Initiative Apply self-motivation and self-direction to work and learning.</p>	<ul style="list-style-type: none"> • Take action to solve problems • Set goals for themselves • Prepare for school activities, or upcoming events • Can motivate themselves when they don't want to do something • Stay focused despite a distraction • Keep trying when unsuccessful • Persist to achieve a goal
<p>Attention to Detail Achieve thoroughness and accuracy when accomplishing a task.</p>	<ul style="list-style-type: none"> • Work carefully on projects or schoolwork • Prepare for school activities, or upcoming events • Persist until they achieve a goal
<p>Problem Solving Apply critical and creative thinking skills to resolve problems.</p>	<ul style="list-style-type: none"> • Take action to solve problems • Cooperate with others to solve a problem • Able to resolve conflicts positively • Believe they can overcome setbacks

Social and Emotional Skills

The process through which the knowledge, the attitudes, and the skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions is acquired.

<i>Employability Skills</i>	<i>DESSA Items</i>
Regulation Recognize and manage one's emotions.	<ul style="list-style-type: none">• Can recognize their emotions• Describe the emotion they were feeling• Explain what caused their emotions• Know how their emotions influence their behavior• Can tell when their emotions make it hard to pay attention• Calm down when they're upset• Stay calm when faced with a challenge
Connection Demonstrate the ability to network with others through social awareness and cultural sensitivity.	<ul style="list-style-type: none">• Recognize others' emotions• Respond to others' feelings in kind and safe ways• Respect a person's right to have a different perspective• Get along well with different types of people• Make others feel welcome or included• Demonstrate openness to new situations, experiences, and people• Interact positively with classmates• Good at making and keeping friends• Do nice things for people
Collaboration Work well with others in a team.	<ul style="list-style-type: none">• Contribute to group or team goals• Cooperate with others to solve a problem• Can compromise for the good of the group• Able to resolve conflicts positively• Believe working with others leads to greater success• Show appreciation for others• Encourage others• Listen to others



The DESSA System from Aperture Education: A Riverside Insights Company is a student resilience system that helps educators measure and strengthen social, emotional, and behavioral skills to reduce challenges that interfere with learning. The DESSA universal screening and supplemental assessments are widely used, practical, evidence-based measures of social and emotional competence of students in grades K-12. These powerful data analytic tools enable educators to identify trends, validate curriculum effectiveness, and drive positive academic and well-being outcomes for students. Robust reporting in the DESSA System provides insights for educators and staff to proactively differentiate instruction using DESSA-provided instructional strategies and tiered intervention resources. The DESSA System's strength-based approach is grounded in resilience theory and designed to bring the whole child into focus. To learn more, visit www.ApertureEd.com.