APPROACH

Self- and career development strategies

Workshop Finland 31.5.2024

Workshop outline

1. **Introduction**
   - Why self- and career development matters?
   - Self-development versus career development

2. **Know Yourself**
   - Understand your personality
   - Anchor on your inner values
   - Reflect your needs and motivation
   - Identify your competencies

3. **Group Discussion**

4. **Q&A and Closing**

1. Introduction

Why self- and career development matters?

- Personal fulfillment and wellbeing

- Professional growth and success

- Adaptability and resilience

- Enhanced relationships

- Contribution to society

Self-development versus career development

	Self-development	Career development
Scope	Broad and holistic, encompassing personal, emotional, social, and professional aspects of life.	Focused specifically on professional growth, job performance, and career advancement.
Goals	Aims for overall improvement and fulfillment in various life areas.	Targets specific career-related achievements and milestones.
Activities	May include activities like meditation, personal coaching, fitness, and learning hobbies.	Involves activities such as attending industry conferences, professional networking, obtaining certifications, and job-related training.
Outcomes	Leads to a more balanced, fulfilled, and self-aware individual.	Results in professional growth, higher job satisfaction, and career progression.

Career development process

4. Action

1. Self-knowledge

2. Exploration

3. Decision-making
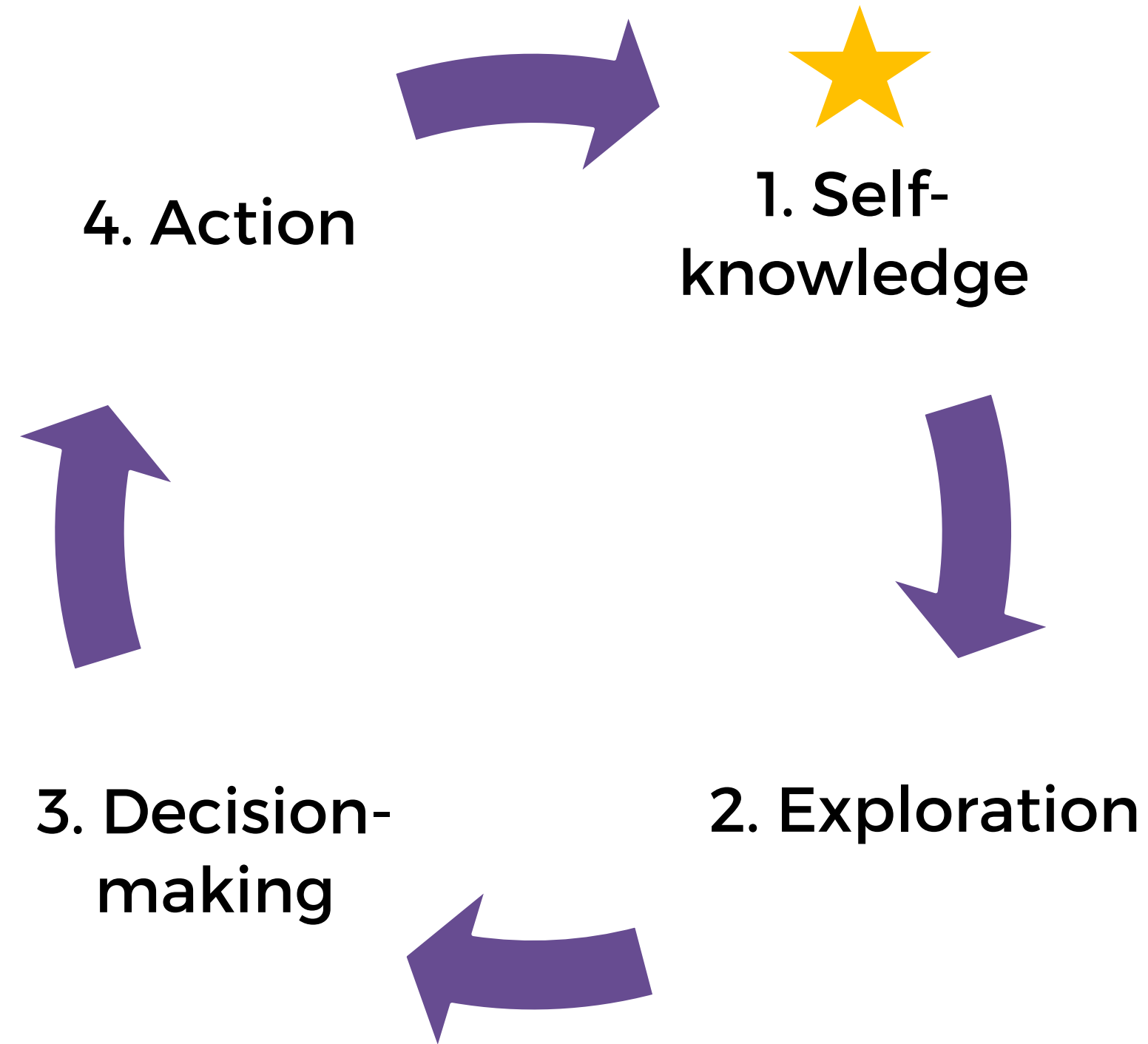
(Derived from Zunker, 2006)
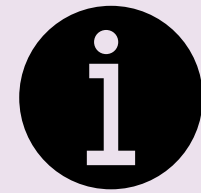
2. Know Yourself

Understand your personality

- **Personality** is 'the enduring configuration of characteristics and behavior that comprises an individual's unique adjustment to life (…)" (APA Dictionary Psychology, 2018).

- Our personalities influence how we approach tasks, communicate, make decisions, and relate to others.

- By gaining insight into your personality traits, you can better align your career choices with roles that suit you best, leading to greater satisfaction and success in your professional endeavors.

- Discovering self-awareness can directly impact your life across areas: wellbeing, personal development, and relationships (The Myers-Briggs Company, 2024).

Who am I?

- Myers-Briggs Type Indicator (MBTI) (contais a lot of information about different personality types, however the use of the official MBTI assessment costs)

- 16 Personalities (free online test without registration)

- Holland Codes (RIASEC) Test (free online test without registration)

- DISC Assessment (free online test without registration)

- Big Five Inventory (BFI) (free online test without registration)

Myers-Briggs Type Indicator

Myers-Briggs Type Indicator (MBTI), is a widely used personality assessment tool based on Carl Jung's theory of psychological types.

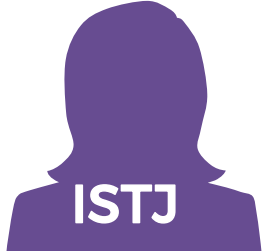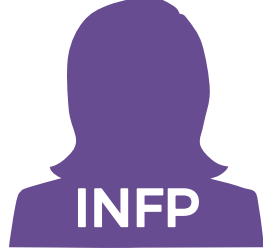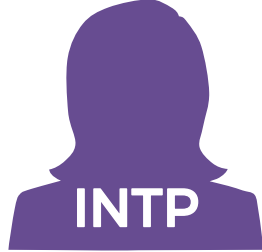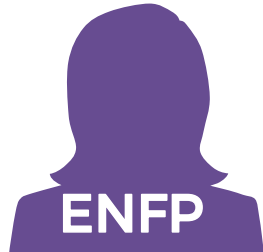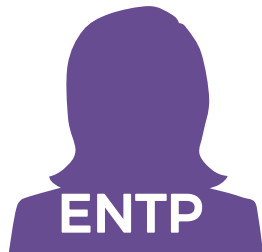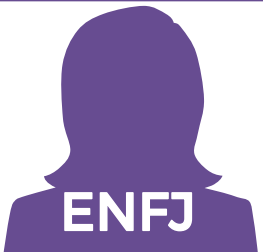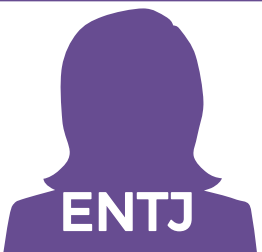It categorises individuals into one of 16 personality types based on preferences in four dichotomies:

- Extraversion (E) vs. Introversion (I),
- Sensing (S) vs. Intuition (N),
- Thinking (T) vs. Feeling (F), and
- Judging (J) vs. Perceiving (P).

(The Myers-Briggs Company, 2024)

ISTJ the responsible realist	**ISFJ** the practical helper	**IFNJ** the insightful visionary	**INTJ** the conceptual planner
ISTP the logical pragmatist	**ISFP** the versatile supporter	**INFP** the thoughtful idealist	**INTP** the objective analyst
ESTP the energetic problem solver	**ESFP** the enthusiastic improvisor	**ENFP** the imaginative motivator	**ENTP** the enterprising explorer
ESTJ the efficient organizer	**ESFJ** the supportive contributor	**ENFJ** the compassionate facilitator	**ENTJ** the decisive strategist

Example: ISTJ MBTI type

ISTJ
The responsible realist

- **Introverted (I):** Gets energised by spending time alone. Focuses on internal thoughts and feelings rather than external stimuli.

- **Sensing (S):** Pays close attention to concrete details and immediate realities. Relies on observable facts and experiences rather than abstract theories.

- **Thinking (T):** Makes decisions based on logic and objective analysis. Values consistency, fairness and rationality over personal feelings.

- **Judging (J):** Prefers structure, planning and organisation.

Career

- In the workplace, ISTJs thrive in structured, routine environments where they can become experts in their field, value dependability and appreciate a balance between teamwork and privacy, and often prefer stable career paths with steady pay and benefits.

- They do best in careers where they can use their organisational skills and powers of concentration to create order and structure, making them well-suited to management positions, for example.

- In teamwork, ISTJs are effective and dependable players who thrive with clear roles and expectations, prioritise task completion, and prefer direct communication, though they may be critical of perceived underperformance and dislike excessive small talk.

Strengths

- Are known as a hardworking, dedicated and reliable professional.

- Their loyalty and commitment make them trustworthy.

- Excel at creating order and structure.

- Their attention to detail ensures that tasks are completed accurately and efficiently.

- Focus on what is practical and achievable.

Weaknesses

- May be resistant to change and new ideas, preferring to stick to established methods and routines.

- Tend to focus on logic and tasks rather than interpersonal relationships, which can be perceived as impersonal and distant.

- May prefer to handle tasks themselves rather than delegate, which can leave them feeling overwhelmed and stressed.

(Text derived from The Myers-Briggs Company, 2024; photo from Adobe Stock)

Anchor on your inner values

- **Values** are your ideals: something good, desirable or important to you (cf. APA Dictionary Psychology, 2018).

- Understanding your values can help you focus and narrow your career options and identify a career that meets your needs.

- How your values align with your job can impact your job satisfaction, motivation, performance and well-being.

- [Schein's Career Anchors](#) (free online test without registration)
- VIA Strengths

What is important for me?

Example: Role-based values
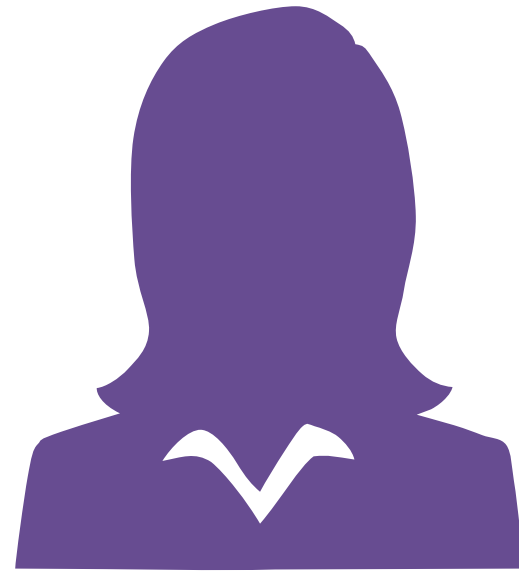
Jules

Jules finds the recognition and status that comes with being an academic rewarding. She enjoys using her creativity, being able to work autonomously and doesn't mind that her role requires little time to work with others.

Kaz

Kaz works flexible hours helping disabled adults to find employment. Whilst he'd like to be paid more, he feels that it's more important to have a job that allows him to help others and spend time with his family.

(Text derived from Prosper / University of Liverpool, 2024)

Reflect your needs and motivation

- Needs drive motivation, which in turn directs and energisers behaviour towards fulfilling those needs:
  - **Need** is "a condition of tension in an organism resulting from deprivation of something required for survival, well-being, or personal fulfillment" whereas
  - **motivation** refers to "the impetus that gives purpose or direction to behavior and operates in humans at a conscious or unconscious level" (APA Dictionary of Psychology, 2018).
- Assessing different aspects of your needs and motivations will help you understand your drivers for personal and professional development.
- Intrinsic versus extrinsic motivation (Deci & Ryan, 1985; Ryan & Deci, 2000).

- Maslow's Hierarchy of Needs
- Alderfer's ERG Theory
- Herzberg's Two-Factor Theory
- Intrinsic Motivation Inventory (IMI)
- Work Extrinsic and Intrinsic Motivation Scale (WEIMS)

What satisfies and inspires me?

Need levels

Abraham Maslow's Hierarchy of Needs, is one of the best-known theories of motivation. According to him people have different needs and lower-tier needs had to be satisfied before higher ones.
Clayton Alderfer compressed Maslow's hierarchy of needs from five to three. He claims that the priority people give to these needs changes constantly, depending on the person and the situation. People can be motivated by needs from more than one level at the same time.

(MindTools, 2024)

Maslow´s Hierarchy of Needs

Level 5:
Self-actualization

Level 4:
Self-esteem

Level 3:
Social

Level 2:
Safety

Level 1:
Physiological

Alderfer´s ERG Theory

Growth

Relatedness

Existence
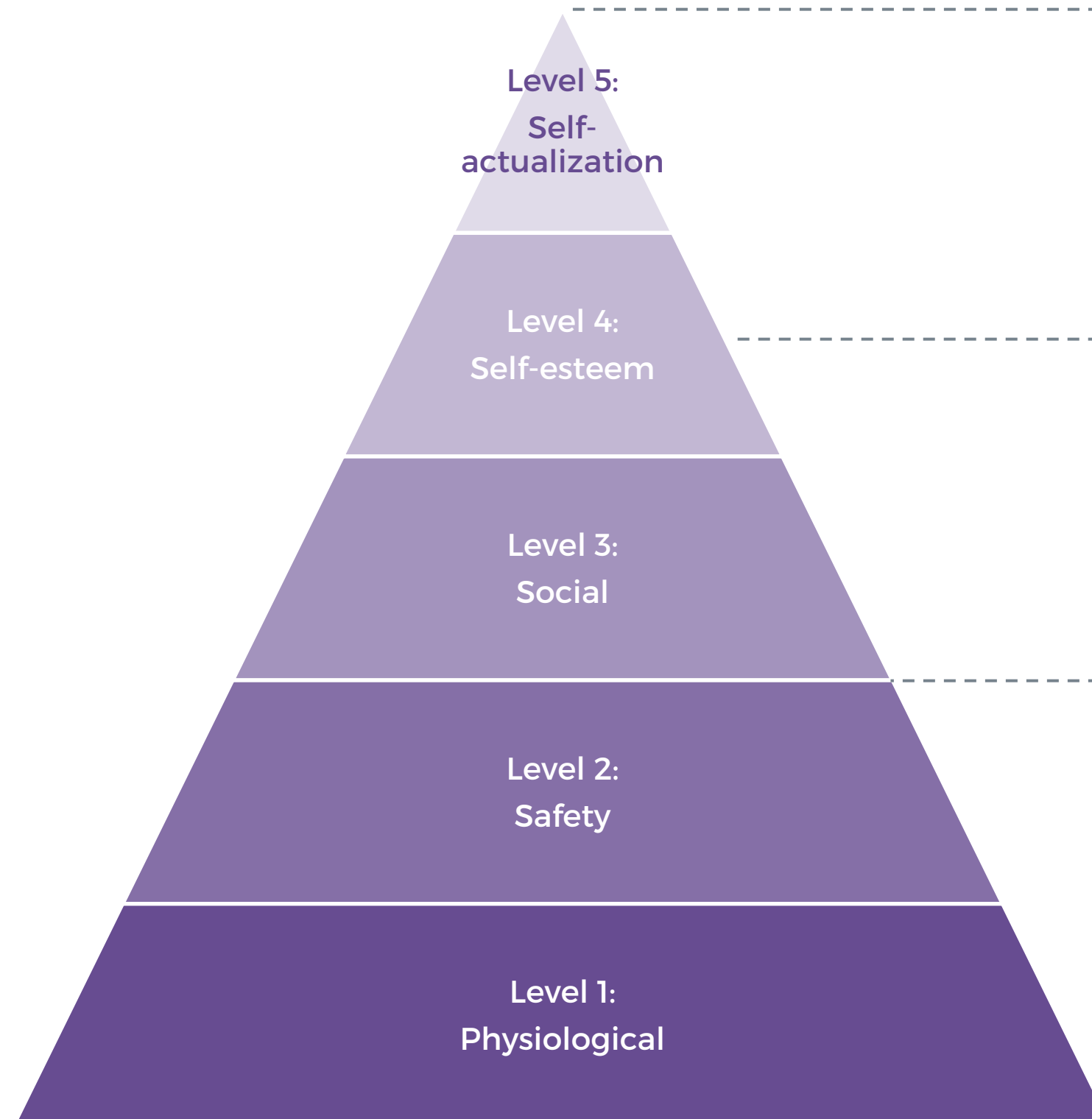
Identify your competencies

- **Competence** refers to "a combination of knowledge, skills, and attitudes appropriate to the context" (European Commission, 2008; European Parliament & Council, 2006).
   - **Knowledge:** The facts, principles, theories, and practices related to a field of work or study.
    - **Skills:** The ability to apply knowledge and use know-how to complete tasks and solve problems.
    - **Attitudes**: The disposition or mindset towards learning, work, and social contexts. This includes motivation, ethical values, and a sense of responsibility and self-efficacy.
- Evaluate your current competencies using tools like competency frameworks.
- Identify gaps between your current competencies and those required for your desired career path and create a plan to address these gaps.

- [ResearchComp](#)
- [Transferable Skills Matrix for Early-Career Researchers](#)
- [Researcher Development Skills Framework (RDSF)](#)
- [Researcher Development Framework (RDF)](#)

What am I good at?
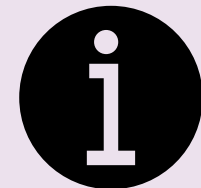
ResearchComp

ResearchComp is a tool to assess and develop researchers' transferable skills and foster career development. It has:

- 7 competence areas (cognitive abilities, doing research, managing research, managing research tools, making an impact, working with others, self-management)

- 38 competences

- 389 learning outcomes along 4 proficiency levels (foundational, intermediate, advanced, expert)
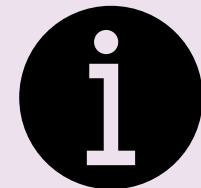
(European Commission, 2022a)
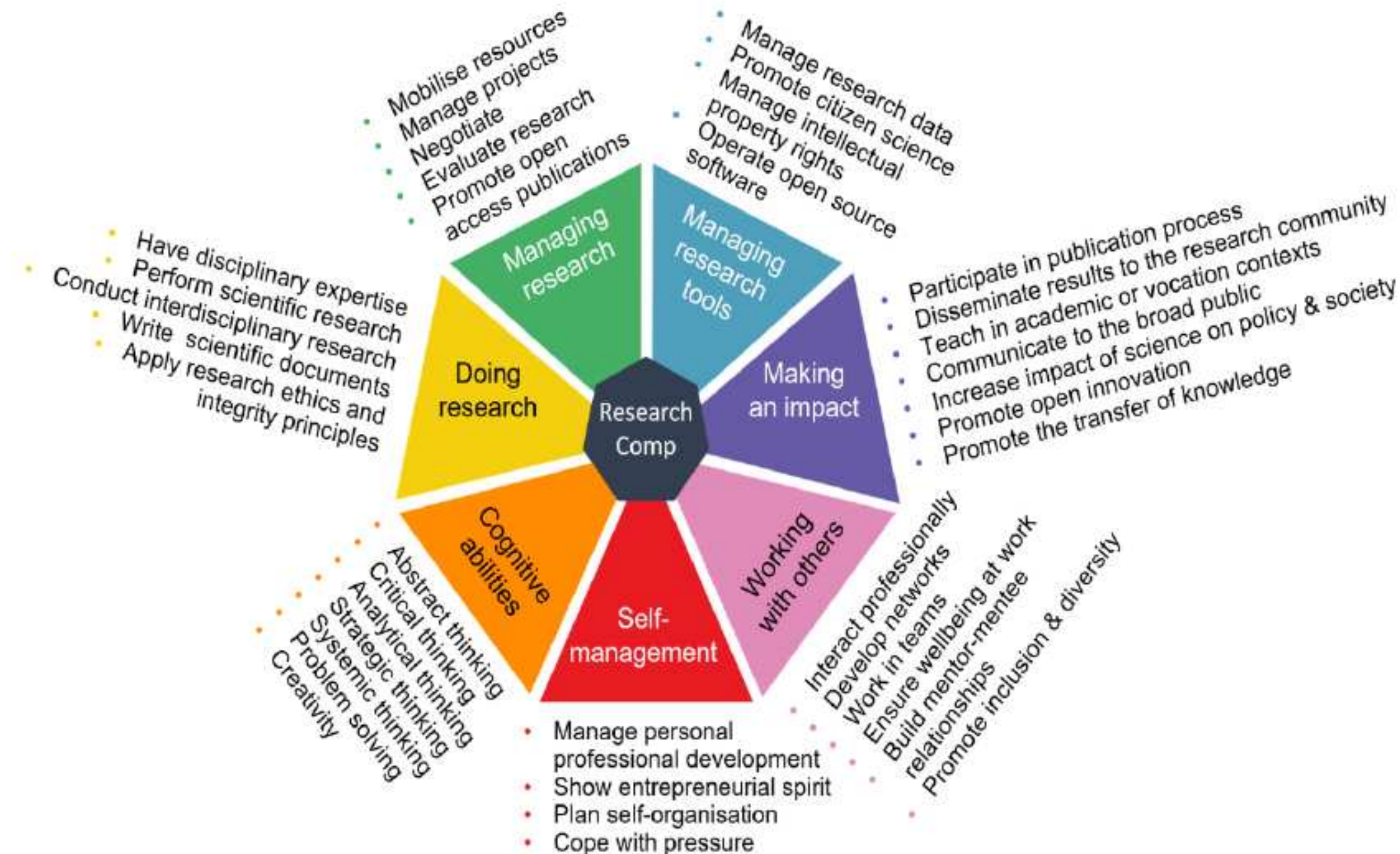
(European Commission, 2022b)

56 DELTAs

A survey of 18,000 people in 15 countries by McKinsey & Company identified 56 distinct elements of talent (DELTAs) that will be needed in the future world of work. They call them DELTAs rather than skills because they are a mix of skills and attitudes.

(Dondi, Klier, Panier & Schubert, 2021)

Cognitive

Critical thinking
- Structure problem solving
- Logical reasoning
- Understanding biases
- Seeking relevant information

Planning and ways of working
- Work-plan development
- Time management and prioritization
- Agile thinking

Communication
- Storytelling and public speaking
- Asking the right questions
- Synthesizing messages
- Active listening

Mental flexibility
- Creativity and imagination
- Translating knowledge to different contexts
- Adopting a different perspective
- Adaptability
- Ability to learn

Interpersonal

Mobilizing systems
- Role modelling
- Win-win negotiations
- Crafting an inspiring vision
- Organizational awareness

Developing relationships
- Empathy
- Inspiring trust
- Humility
- Sociability

Teamwork effectiveness
- Fostering inclusiveness
- Motivating different personalities
- Resolving conflicts
- Collaboration
- Coaching
- Empowering

Self-leadership

Self-awareness and self-management
- Understanding own emotions and triggers
- Self-control and regulation
- Understanding own strengths
- Integrity
- Self-motivation and wellness
- Self-confidence

Entrepreneurship
- Courage and risk-taking
- Driving change and innovation
- Energy, passion and optimism
- Breaking orthodoxies

Goals achievement
- Ownership and decisiveness
- Achievement orientation
- Grit and persistence
- Coping with uncertainty
- Self-development

Digital

Digital fluency and citizenship
- Digital literacy
- Digital learning
- Digital collaboration
- Digital ethics

Software use and development
- Programming literacy
- Data analysis and statistics
- Computational and algorithmic thinking

Understanding digital systems
- Data literacy
- Smart systems
- Cybersecurity literacy
- Tech translation and enablement

(McKinsey & Company)

Personal SWOT-Analysis

- **Strengths:** What skills or talents do you excel in? What achievements are you proud of?

- **Weaknesses:** What areas do you struggle with? What skills or knowledge do you lack?

- **Opportunities:** What external opportunities exist in your environment? How can you take advantage of them?

- **Threats:** What external factors could pose challenges or obstacles to your goals?

Strengths (S)

- I am a hard worker, and I always try to do my best.
- My qualitative and quantitative analysis skills are excellent.
- I learn new technical concepts quickly.
- I have strong communication skills and enjoy working with people.
- I am a good listener, and I can help people who are struggling.

Opportunities (O)

- I can get my employment contract renewed, if I bring in more project funding.
- I can benefit from my powerful industry connections.
- I can improve professionally by working on my technical skills, for example by taking part in AI course.

Weaknesses (W)

- I am bad at budgeting which results in overspending.
- I have a problem with time management
- Brainstorming is easier for me than executing ideas.
- Impatience often occurs with me, which leads to me losing interest in projects halfway through.

Threats (T)

- Too much work, not enough time to do it all.
- Stress and lack of sleep.
- If our industry suffers a setback, this could have an impact on RDI funding and employment opportunities.
- I am failing to keep up with the changing technologies in my field, and therefore I am technically not sound.

Examples derived partly from Twine

3. Group Discussion
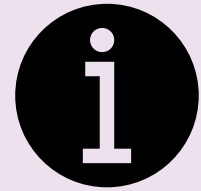
Discussion topics

- You will be divided into small groups of 3-5 people in breakout rooms.

- Each group chooses a person to write down notes and summarise discussion points.

- After 30 minutes of discussion, each group presents their key insights to the larger group (3-5 minutes per group).

1. Aligning career with values

- Why do you think it's important to align your career with your personal values?

- Share an experience where a mismatch between your values and your work led to conflict or dissatisfaction.

- Share a personal experience where aligning your career with your values has made a positive difference.

- **Tip:** Use Schein's Career Anchor Test to help you reflect: https://psycho-tests.com/test/sheins-career-anchors

2. Personality and career

- How do you think your personality type has influenced your career path so far?

- Can you give an example of a time when your personality traits helped you succeed in a professional setting?

- How might understanding your personality type help you make future career decisions?

- **Tip:** Use 16 Personalities Test to help you reflect: https://www.16personalities.com/

4. Q&A and Closing

Key takeaways

1 Understanding your personality traits enhances self-knowledge, allowing you to recognise your natural preferences, strengths and areas for improvement, which is essential for making informed career choices that align with your true self.

2 Staying true to your core values ensures that your career choices and actions are aligned with what matters most to you, leading to greater satisfaction and integrity in your professional life.

3 Understanding your needs and motivations will help you choose the right career path and work environment, set realistic goals and maintain your enthusiasm and drive.

4 Knowing your competencies allows you to leverage your strengths and address gaps, supporting in effective career planning, professional development, and goal achievement.

Questions or comments?

THANK YOU

APPROACH

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