



# START TO DISCOVER YOUR COMPETENCIES

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# AGENDA

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- Aim of the workshop
- Ice breaker
- Next career step?
- Define 'competencies'?
- My competencies as a PhD researcher?
- Exercises and debrief
- What's next?

# AIM

## AIM

### START TO

- discover & explore your competencies
- speak a 'language' to think and talk about your competencies
- develop a strategy to grow your competencies
- document your competencies





# ICE BREAKER



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## ICE BREAKER

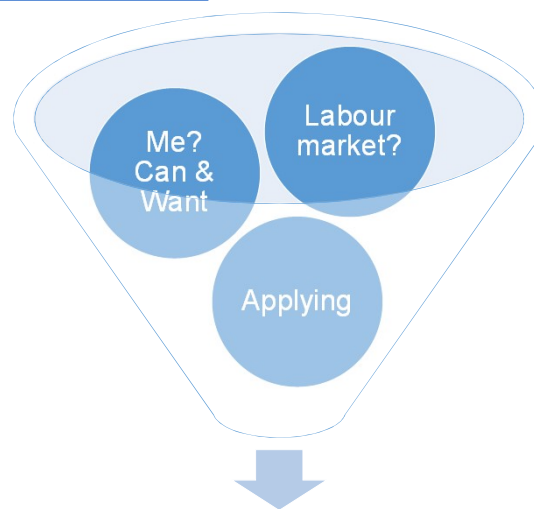
Who are you and what did you learn during your PhD so far?



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# NEXT CAREER STEP?

## NEXT CAREER STEP



My (nearly) perfect job

# DEFINE 'COMPETENCIES'?

## DEFINE COMPETENCIES

Combination of knowledge, skills and attitudes

that enables you to act (behave) effectively, efficiently, successfully in a situation – e.g. in a job

Ability to perform

Gain & train



# MY COMPETENCIES AS A PHD RESEARCHER?

## WHAT ARE MY COMPENCIES?

- Competency frameworks for PhD researchers, e.g. Vitae RDF
- Ghent University Competency Framework



# EXERCISE 1

## EXERCISE 1

Complete the competency tool



## EXERCISE 1

In pairs, talk about:

- How easy is it to complete the competency tool?
- How could your supervisor contribute to this exercise?
- How could your colleagues / fellow PhD researchers?
- Who else could contribute and why?

Debrief

## EXERCISE 2

	What I am good at	What I am not (yet) good at
What I want		
What I do not want		


	What I am good at	What I am not (yet) good at
What I want	<p>Competencies that give you energy and make you experience 'a flow'.</p> <p>These are your talents; this is where your focus should be!</p> <p>Job satisfaction</p>	<p>Competencies that you do not master yet, but that you want to develop.</p> <p>This is your growth domain.</p>
What I do not want	<p>Competencies that you master, but they don't give you energy (so you don't want to use these competencies too much).</p> <p>Try to avoid this zone, although this is not always possible.</p>	<p>Competencies that you do not master and do not want to master.</p> <p>Try to avoid this zone, although this is not always possible.</p>

	What I am good at	What I am not (yet) good at
What I want		

In pairs

Ask your partner: “Why are you good at this?” (and ask again if you’re not convinced, ask for more proof!) + plenary debrief

Write some things down. This is the kind of information (evidence) you’ll have to give during job applications.




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	What I am good at	What I will be good at
What I want		

In pairs, with someone else

Ask your partner: “What will you do to develop this competency?” (something else, something else?) + debrief

Write some things down! This is your action plan! (Start tomorrow)



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# WHAT'S NEXT?

## WHAT'S NEXT?

Think about the competencies you want to develop  
(related to your career plan)

Grow your competencies

Check: benchmark (supervisor, colleagues) + over time

THE END