



# START TO DISCOVER YOUR COMPETENCIES

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# AGENDA

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- Aim of the workshop
- Ice breaker
- Is this related to wellbeing?
- Next career step?
- Define 'competencies'?
- What are MY competencies as a PhD researcher?
- Exercises and debrief
- What's next?

# AIM

## AIM

### START TO

- Discover 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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# IS THIS RELATED TO WELLBEING?

## IS THIS RELATED TO WELLBEING?

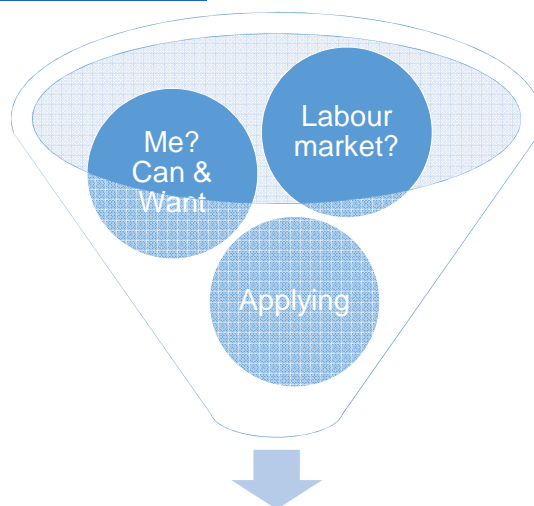
Factors affecting wellbeing (Katia / Vitae)

- Pressures during doctorate
- Supervisor
- Funding
- Workload
- Harassment
- Concerns about next career steps

More in general: autonomy, feeling 'in control' are important for wellbeing

# 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



# WHAT ARE MY COMPETENCIES AS A PHD RESEARCHER?

## WHAT ARE MY COMPENCENCIES?





## WHAT ARE MY COMPENCENCIES?

Competency frameworks for PhD researchers, e.g. Vitae RDF

Ghent University Competency Framework

# EXERCISE 1

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Complete the competency tool

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Was this difficult? Why (not)?

## EXERCISE 1

Complete the competency tool

How could your supervisor contribute to this exercise?

How could your colleagues / fellow PhD researchers contribute to this exercise?

## 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

## WHAT'S NEXT?

Training Doctoral Schools, e.g. leadership, project management – but also Applying for a postdoctoral job etc.

<https://www.ugent.be/doctoralschools>

Job Market for Young Researchers, 2 April 2019, ICC

<https://afstudeerbeurs.gent/en/phd-students>

# THE END