GHENT UNIVERSITY

START TO DISCOVER YOUR COMPETENCIES

Nele Bracke, passionate about career development
AGENDA

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

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

My (nearly) perfect job

NEXT CAREER STEP

Me? Can & Want
Labour market?
Applying

My (nearly) perfect job
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 COMPENCIIES?

- Competency frameworks for PhD researchers, e.g. Vitae RDF
- Ghent University Competency Framework
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
<table>
<thead>
<tr>
<th>What I want</th>
<th>What I am good at</th>
<th>What I am not (yet) good at</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competencies that give you energy and make you experience ‘a flow’. These are your talents; this is where your focus should be! Job satisfaction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Competencies that you do not master yet, but that you want to develop. This is your growth domain.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What I do not want</th>
<th>Competencies that you master, but they don’t give you energy (so you don’t want to use these competencies too much). Try to avoid this zone, although this is not always possible.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competencies that you do not master and do not want to master. Try to avoid this zone, although this is not always possible.</td>
<td></td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>What I am good at</th>
<th>What I am not (yet) good at</th>
</tr>
</thead>
<tbody>
<tr>
<td>What I want</td>
<td></td>
</tr>
</tbody>
</table>

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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)

<table>
<thead>
<tr>
<th>What I am good at</th>
<th>What I will be good at</th>
</tr>
</thead>
<tbody>
<tr>
<td>What I want</td>
<td></td>
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</tbody>
</table>
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