

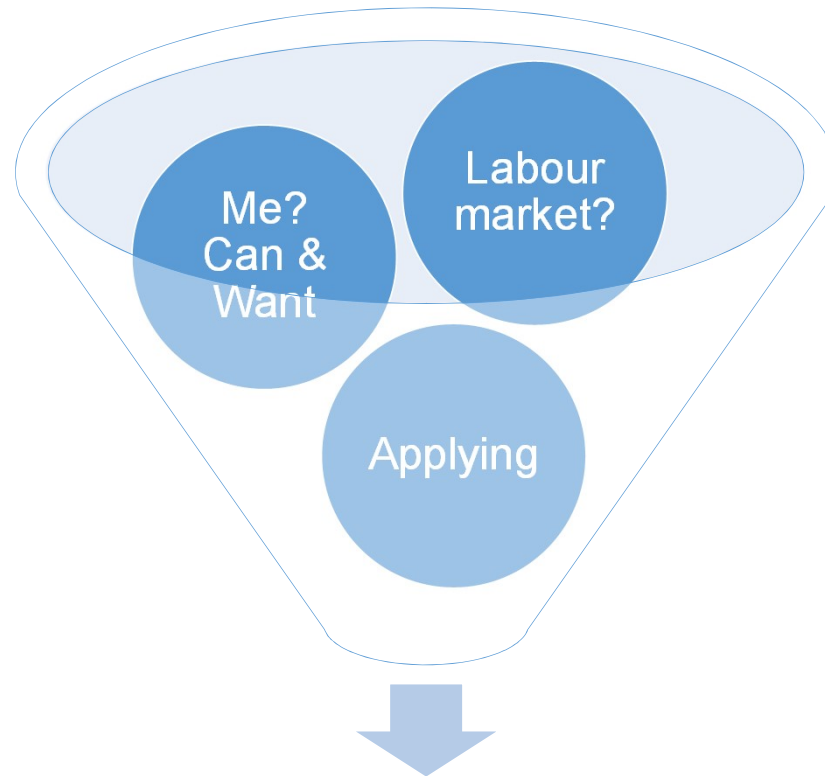


**GHENT  
UNIVERSITY**

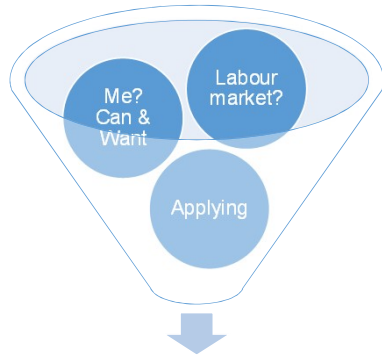
# LET'S TALK COMPETENCIES

Nele Bracke, March 2020

# NEXT CAREER STEP



**My (nearly) perfect job**



What do you want?

What drives you?

What are your competencies & talents?

In what kind of organisation do you want to work?

What kind of function?

Where?

Where do you find  
vacancies?

Cv & cover letter?  
Interview, assessment etc.

# COMPETENCIES

What do you want?

What drives you?

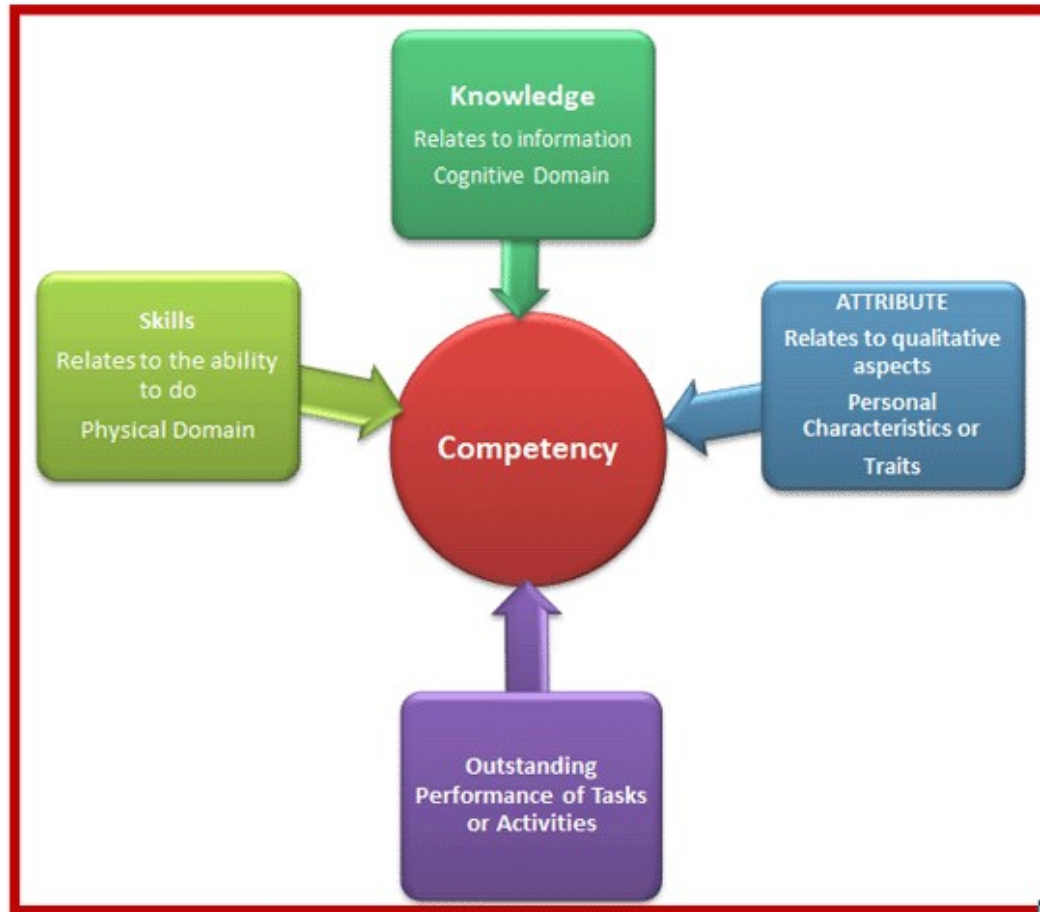
What are your competencies & talents?

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

# COMPETENCIES



<https://www.managementstudyguide.com/what-are-competencies.htm>

Let's talk competencies - Nele Bracke - 2020

# COMPETENCIES

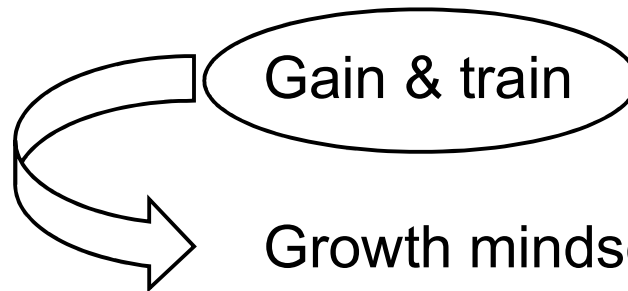
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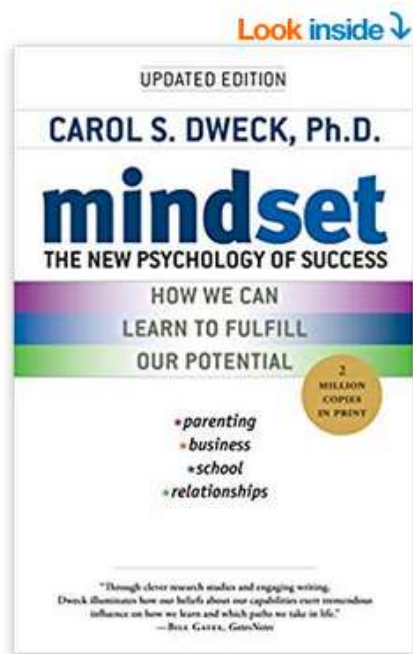
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# GROWTH MINDSET



Ted Talk Carol Dweck:

<https://www.youtube.com/watch?v=J-swZaKN2lc>

Pep Talk 😊:

<https://www.youtube.com/watch?v=aNHas97iE78>



# TALENTS

- **Talent definition:** a natural aptitude, an inner quality that emerges effortlessly

<https://resources.workable.com/hr-terms/talent-definition>

*‘Gifted’, ‘without effort’*

Give you energy and make you experience ‘a flow’

# DO PHD DEGREE HOLDERS HAVE SPECIFIC COMPETENCIES?

- ✓ Not all PhD degree holders have the same set of competencies
- ✓ Some competencies are probably more frequent among PhD degree holders & some competencies are being trained during PhD project

# DO PHD DEGREE HOLDERS HAVE SPECIFIC COMPETENCIES?

Broad scientific knowledge

Specialised scientific knowledge

Teamwork

International outlook

Communication

Critical thinking

Research management

Career management

Innovation and Creativity

Organisation and Planning

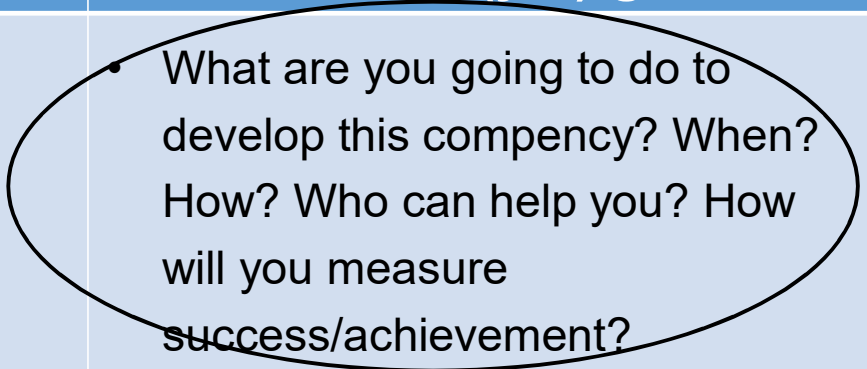
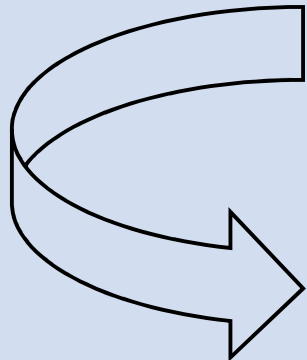
Engagement with society

Ethics and integrity

	What I am good at	What I am not (yet) good at
What I want in my job		
What I do not want		

	What I am good at	What I am not (yet) good at
What I want in my job	<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 my job	<ul style="list-style-type: none"> <li>• Why are you good at this?</li> <li>• How can you demonstrate this?</li> </ul>	<ul style="list-style-type: none"> <li>• What are you going to do to develop this competency? When? How? Who can help you? How will you measure success/achievement?</li> </ul>
What I do not want		



Personal Development Plan

# PERSONAL DEVELOPMENT PLAN (PDP)

Online information and inspiration:

[https://www.mcgill.ca/caps/files/caps/caps\\_idp.pdf](https://www.mcgill.ca/caps/files/caps/caps_idp.pdf)

<http://www.bris.ac.uk/media-library/sites/hr/migrated/documents/pdpform.pdf>

[https://your.yale.edu/sites/default/files/idp-guide-to-getting-started\\_0.pdf](https://your.yale.edu/sites/default/files/idp-guide-to-getting-started_0.pdf)

<https://info.lse.ac.uk/staff/divisions/Human-Resources/Assets/Documents/OLL/Creating-your-Personal-Development-Plan.pdf>

# THINK AND TALK COMPETENCIES

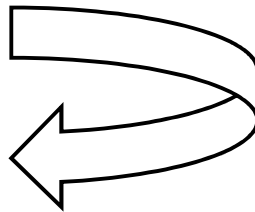
- ✓ Make an inventory of your competencies and talents
- ✓ Document them, create convincing stories
- ✓ Connect your research world with the world of outsiders
- ✓ Speak recruiters language
- ✓ Practice telling your stories, in different settings, for different audiences
- ✓ Prepare to integrate your stories in e.g. assessments, competency based interviews



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Frequently used technique: STARR



# STARR TECHNIQUE

Find out more:

<https://careerzone.universiteitleiden.nl/en/develop-your-skills/application-skills/job/starr-method-def>

# TALK COMPETENCIES

- ✓ Grow you competencies and talents
  - ✓ Look for situations to practice them
  - ✓ Both in your job and in other situations
- 
- ✓ Look for a job that matches with your competencies and talents

Nele Bracke  
Research Policy Advisor  
Research Department  
[nele.bracke@ugent.be](mailto:nele.bracke@ugent.be)