



Guidelines Intermediate Badge - workshop 1: my skills development

Think about which skills you already developed, and how...

What are my aspirations? What drives me? What are my qualities, my skills, my doubts and what do I want to improve? What experiences within the university or outside will enable me to make my dreams come true?

In this workshop, you will be asked, as a team, to identify your aspirations and dreams for the future. You will be invited to become aware of your current qualities and skills and to choose the ones you want to develop further to achieve your goals.

What sort of person are you? Through the following exercises, we suggest you take stock of your qualities, your strengths, what characterizes you. Those exercises are drawn from the method designed by the Business Model You¹.

What do we expect?

You will perform a **360° evaluation**. This exercise helps you to know yourself better and is rather effective. It can be done with a friend, a colleague, a superior, a parent, a mentor or any other partner who knows enough about your personality and character. We suggest you survey different people (3 or 4).

Steps of the exercise

Here are the different steps to follow for this exercise:

1. Circle the qualities that best describe you. Choose about a dozen from the list below.
2. Describe in a few words what the selected items mean to you. For example: You circled "consistent. For example, you might say, "I always stay on a job until it's finished, and I rarely get distracted.
3. Give the list of words to 3 or 4 people you trust (friend, colleague, family member...). Choose wisely as they should cover different contexts (different aspects of our life in which you might operate differently). Ask them to circle a dozen words that describe you. Here's one way to put it: "I try to find out how others perceive me. Would you please circle 12 words that you think describe me well?"
4. Then, talk to the person and ask them why they chose those words. For example, you might ask, "You circled 'creative. How does my creativity manifest itself? Would you say that creativity is important to me as a person? Why did you circle that word?"
5. Answer the following questions after your discussions:
 - a. What was different and what was common? Is it related to the context?
 - b. What surprised me? What are the comments I don't agree with? What is my feeling about the feedbacks?
 - c. What does it tell me about my skills, my vision, my experiences, ... (see business model you)
6. Organise a meeting with the members of your group (2-3 students). Present briefly your 360° to the others and receive their advice. Write the advice of the peers on the following items. Remember that this is not evaluated. It is used only to gauge yourself and identify what you should improve towards the exam.
 - a. How did I integrate the heterogeneity of opinions of the 3-4 people I talked to?
 - b. How did I explained the difference between my own perception and the one of the 3-4 people I talked to?
 - c. How diverse are the contexts I picked for my 360 interviews? Did I include enough aspects of my life?
 - d. How detailed is my analysis of the different contexts (the various way conditions in which my behavior might change) and the link with the opinions?
7. Once it is completed, **post it on Moodle** (on time!) to validate your badge.

¹ Clark T., Osterwalder A., Pigneur Y. (2012). Business Model You : réinventer votre carrière grâce à une méthode révolutionnaire. Pearson France.

Guidelines Badge 2



The list of personal qualities

Abstract thinker	Crazy	Grounded	Persevering	Spontaneous
Academic	Creative	Guarded	Persistent	Steady
Accepting	Credible	Happy	Persuasive	Stimulating
Accurate	Curious	Helpful	Pioneering	Straight forward
Achievement driven	Customer focused	Helpless	Pleased	Strategic thinker
Action orientated	Daring	Hostile	Positive	Strong
Adaptable	Decisive	Humiliated	Practical	Successful
Adventurous	Defeated	Humorous	Pragmatic	Sulky
Affectionate	Deferential	Hysterical	Predictable	Supportive
Afraid	Defiant	Idealistic	Private	Surprised
Aggressive	Deliberate	Imaginative	Proactive	Suspicious
Aggrieved	Dependable	Impatient	Protective	Sympathetic
Aloof	Dependent	Impulsive	Proud	Tactful
Ambitious	Depressed	Indecisive	Punctual	Take initiative
Amused	Detail orientated	Independent	Questioning	Talented
Analytical	Determined	Indifferent	Quick	Talkative
Angry	Diligent	Individualistic	Quiet	Task orientated
Annoyed	Diplomatic	Industrious	Rational	Team builder
Anxious	Disappointed	Influential	Reactive	Team player
Appreciative	Disappointed	Innovative	Realistic	Tenacious
Apprehensive	Disciplined	Insightful	Reflective	Tender
Articulate	Discreet	Intellectual	Rejected	Tense
Ashamed	Disdainful	Introspective	Reliable	Tetchy
Assertive	Dismayed	Jealous	Relieved	Theoretical
Astute	Disorganised	Joyful	Remorseful	Thick skinned
Authoritative	Dominant	Judgemental	Resentful	Thin skinned
Bashful	Down to earth	Kind	Reserved	Thorough
Boring	Dynamic	Knowledgeable	Resilient	Tidy
Broad minded	Easy going	Lacks ambition	Resourceful	Timid
Business like	Efficient	Light-headed	Responsible	Tolerant
Calm	Effective	Literate	Responsive	Traditional
Carefree	Emotional	Lively	Risk taking	Trapped
Careful	Empathic	Logical	Sad	Triumphant
Caring	Energetic	Lost	Satisfied	Trusting
Cautious	Enterprising	Loving	Sceptical	Unassuming
Changeable	Enthusiastic	Loyal	Self assured	Understanding
Charismatic	Exceptional	Matter of fact	Self controlled	Unique
Cheated	Exciting	Methodical	Self critical	Unsettled
Cold	Expedient	Mild	Self motivated	Unusual
Commercially aware	Experienced	Mischievous	Self reliant	Vengeful
Committed	Expert	Modest	Self-righteousness	Versatile
Competent	Firm	Motivated	Sensitive	Vicious
Competitive	Flexible	Objective	Serene	Vigorous
Confident	Focused	Open	Serious	Visionary
Confused	Foolish	Orderly	Shy	Warm
Conservative	Forgiving	Organised	Silly	Wary
Consistent	Forthright	Out going	Sincere	Weak
Content	Friendly	Outstanding	Slow	Wilful
Cool	Frustrated	Over sensitive	Sociable	Witty
Cooperative	Fun loving	Panicky	Sophisticated	Worrier
Courageous	Generous	Patient	Sorrowful	
	Gentle	Peeved	Sorry	
	Gloomy	Penetrating		
	Grateful	Perceptive		