

Cultural & Psychological Capitals

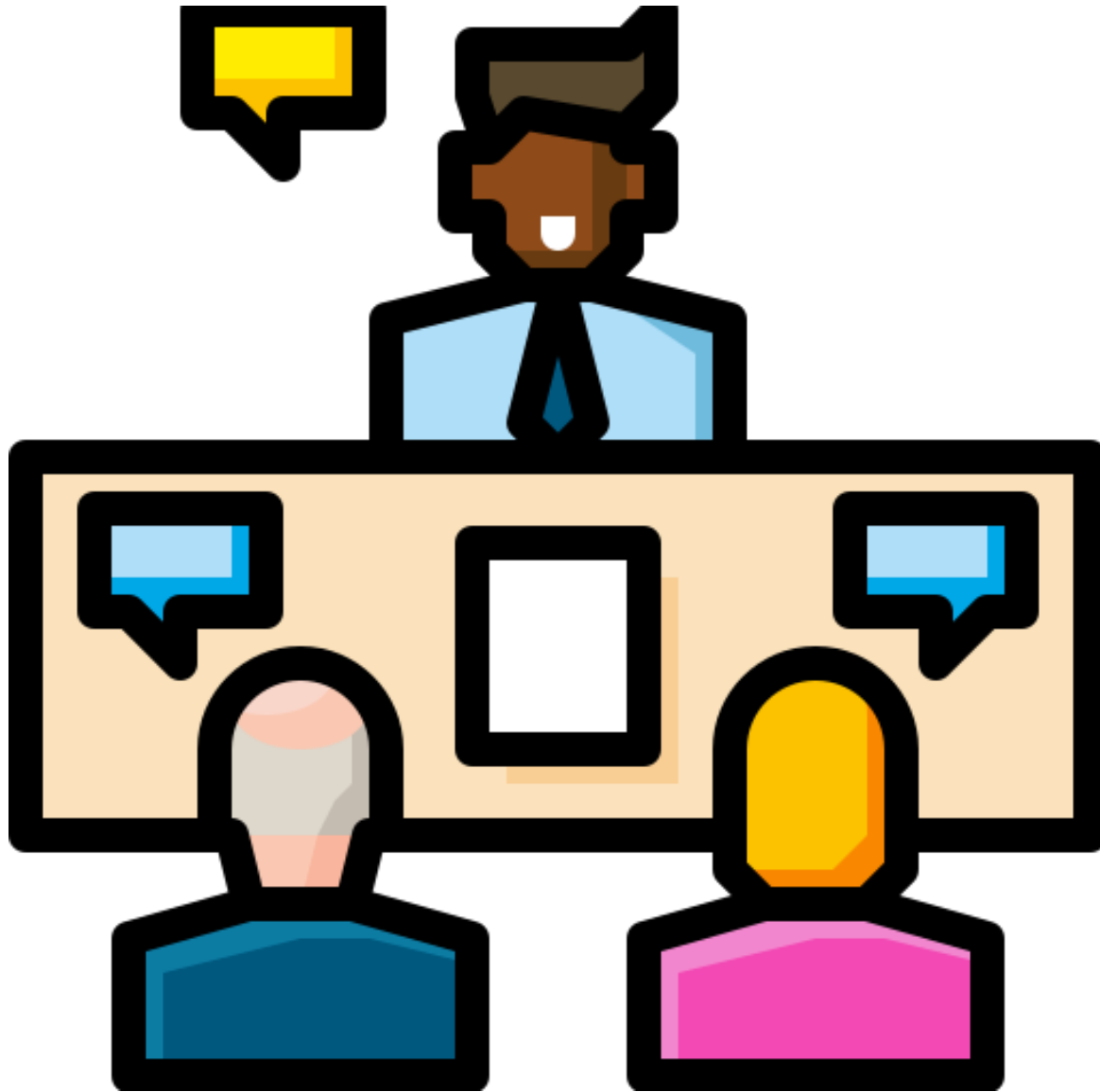
INF60016

Project Management for Research

Swinburne Research

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- ***Have you ever had conflict at work? How did you resolve it?***
- ***How do you react to feedback?***
- ***Have you been in a situation that things didn't go as planned?***
- ***Do you demonstrate the ability to build relationships and contacts within the university, across the sector, and with industry to establish and sustain collaboration.***

Such questions may arise during an interview or addressing selection criteria. The answers demonstrate your cultural and psychological capitals. The next slides will introduce some of these capitals for you to explore.

Psychological & Cultural Capitals

PERSONALITY

Mindset

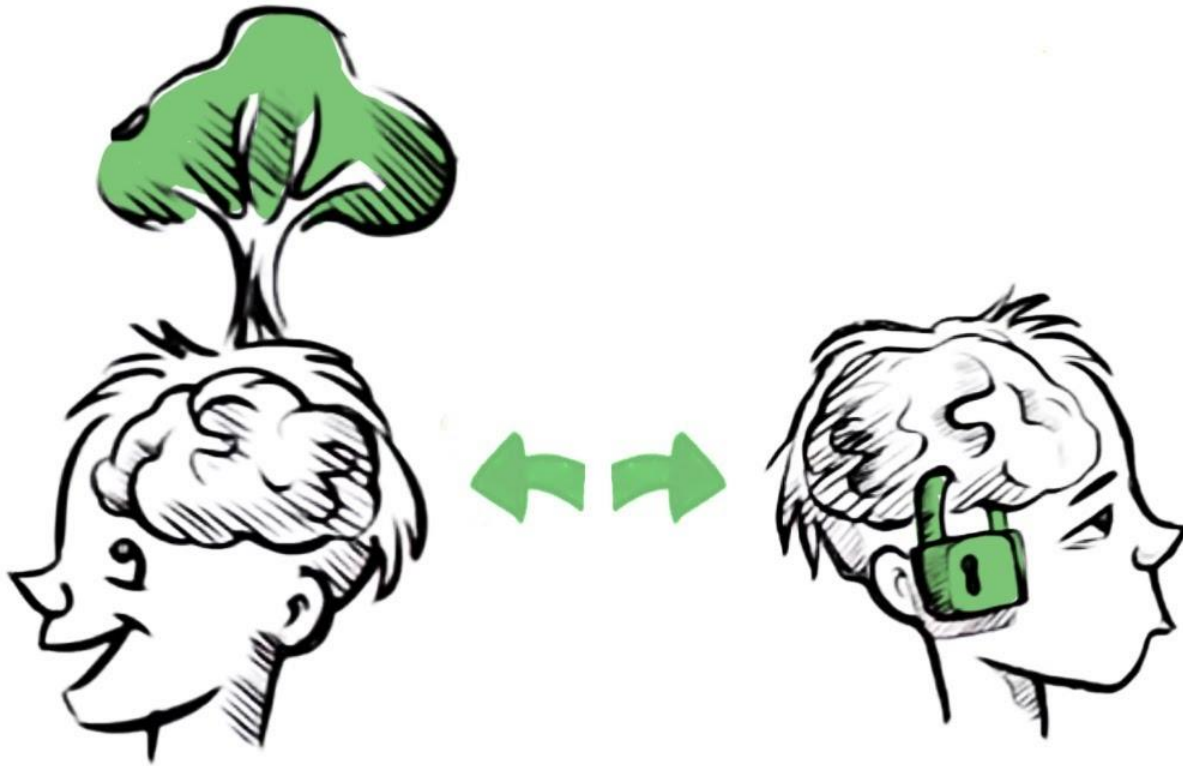
Conflict

Psychology

Resilience

Culture





1. “Mindset: The New Psychology Of Success”

“The view you adopt for yourself profoundly affects the way you lead your life.

Believing that your qualities are carved in stone - The Fixed Mindset - creates an urgency to prove yourself over and over.

There is another mindset- The Growth Mindset- in which your basic qualities can change and grow through application and experience.”-Professor Carol Dweck, Sandford University

[Professor Carol Dweck, Sandford University](#)

Carol Dweck's theory of the fixed and growth mindset



Source: Mindset: 'The New Psychology of Success', Carol Dweck (Ballantine, 2006)

© FT

2. **resilience:**

“an ability to recover from or adjust easily to misfortune or change.”

—Merriam-Webster Dictionary

Ability to
withstand
setbacks and
pressure in
research.

Why Is Resilience Important?



<https://personalitymattersbook.com/personality-matters-in-resilience/>

VISION

- Purpose, goals & congruence

COMPOSURE

- Regulate Emotions
- Interpretation bias
- Calm and in control

REASONING

- Problem solving
- Resourcefulness
- Anticipate & plan

HEALTH

- Nutrition, sleep & exercise

TENACITY

- Persistence
- Realistic optimism
- Bounce back

COLLABORATION

- Support networks
- Social Context
- Manage perceptions

THE SIX DOMAINS OF RESILIENCE

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graph TD; VISION --> CENTER; COMPOSURE --> CENTER; REASONING --> CENTER; HEALTH --> CENTER; TENACITY --> CENTER; COLLABORATION --> CENTER; CENTER((THE SIX DOMAINS OF RESILIENCE))
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3. Conflict Management-

The Thomas Kilmann Model

“In the 1970s Kenneth Thomas and Ralph Kilmann developed a model of conflict, describing conflict as the condition in which people’s concerns are incomparable. If the things which two people care about are opposed, then there is conflict. The Thomas Kilmann model identifies two dimensions when choosing a course of action in a conflict situation, these are **assertiveness** and **cooperativeness**. Assertiveness is the degree to which you try to satisfy your own needs. Cooperativeness is the degree to which you try to satisfy the other person’s concerns. From this come five conflict handling modes:

Avoiding = sidestepping the conflict

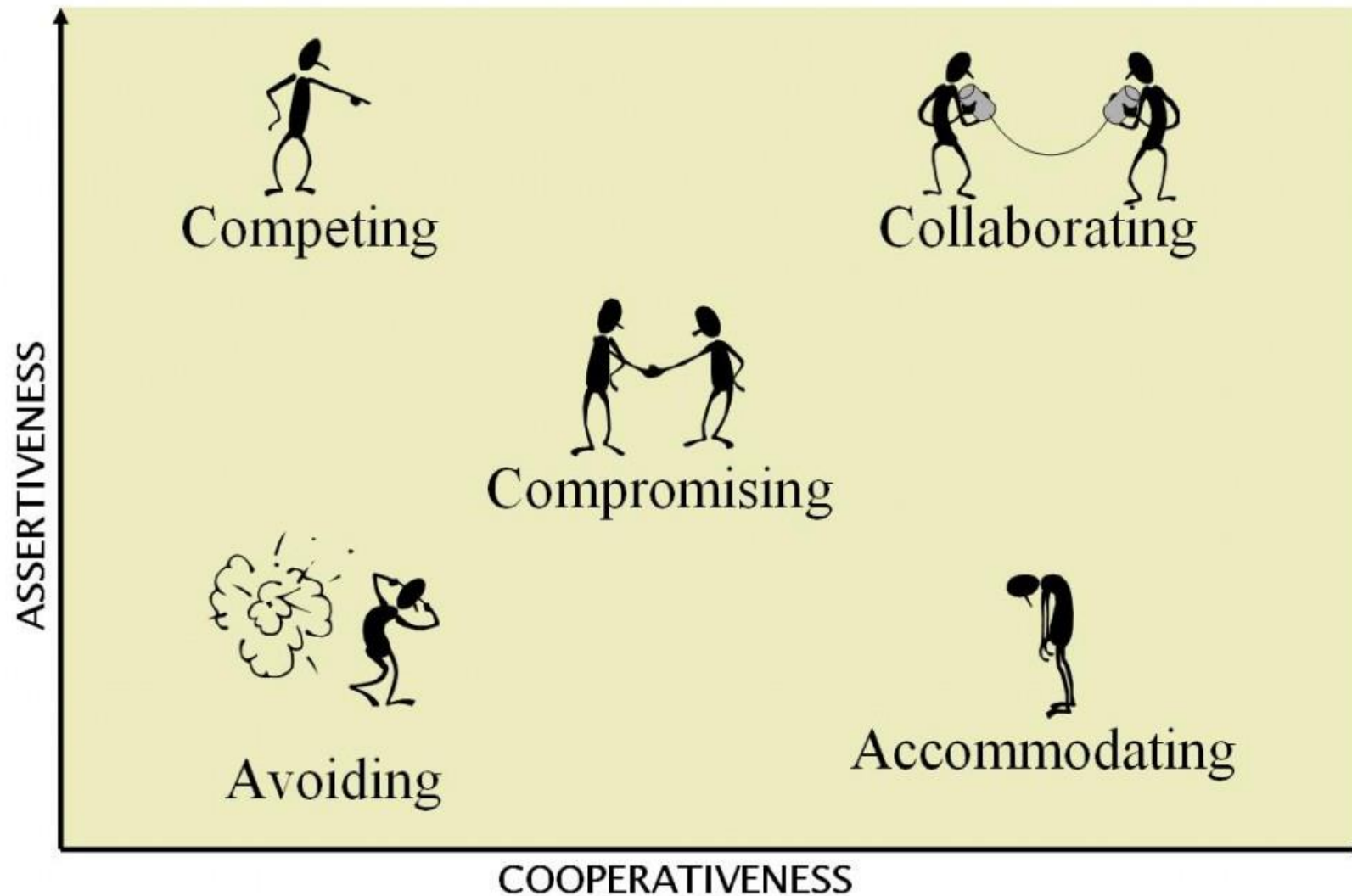
Accommodating = trying to satisfy the other person’s concerns at expense of your own

Compromising = trying to find an acceptable settlement that only partially satisfies both people’s concerns

Competing = trying to satisfy your concerns at the expense of others

Collaborating = trying to find a win-win solution which completely satisfies both people’s concerns”

Dealing With Conflict – Thomas/Kilmann model



From Conflict To Collaboration

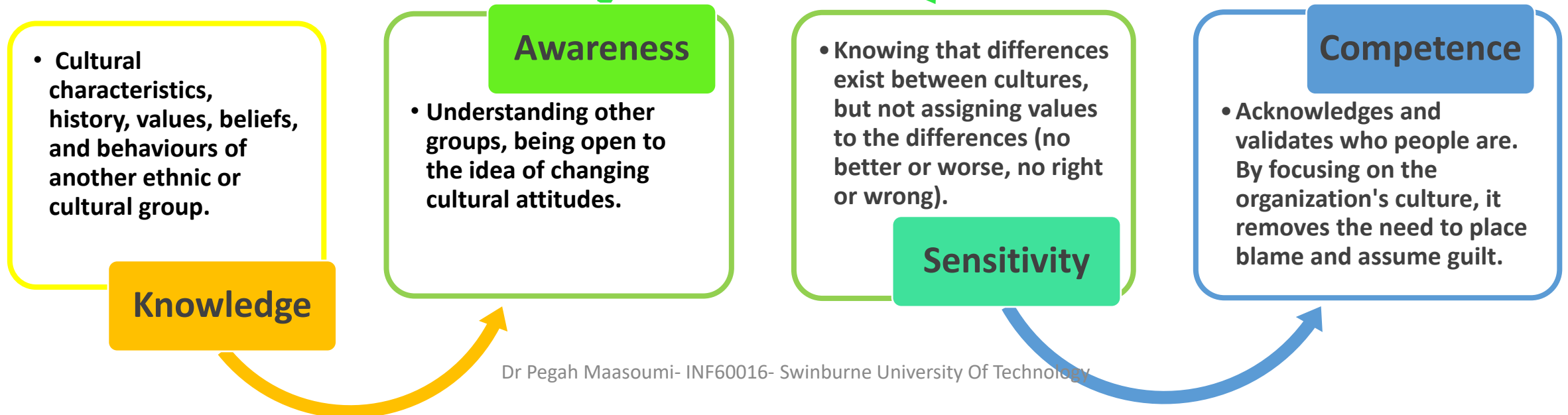
To turn the table around from a conflict to collaboration you should...

- **Establish** a mutual involvement;
- **Focus** on situation, issue, behavior and not the person;
- **Seek** to understand the other person's view with empathy;
- **Present** your perspective of the problem and its impact;
- **Decide** on an appropriate plan of action;
- **Express** your appreciation for other person.

4. Cultural Capitals



The path to become culturally competent is often demonstrated in four steps:



5. Personality Profile

PERSONALITY TYPES KEY

E

Extroverts

Extroverts are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.

S

Sensors

Sensors are realistic people who like to focus on the facts and details. They apply common sense and past experience to find practical solutions to problems.

T

Thinkers

Thinkers tend to make their decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.

J

Judgers

Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.

I

Introverts

Introverts often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.

N

Intuitives

Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.

F

Feelers

Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.

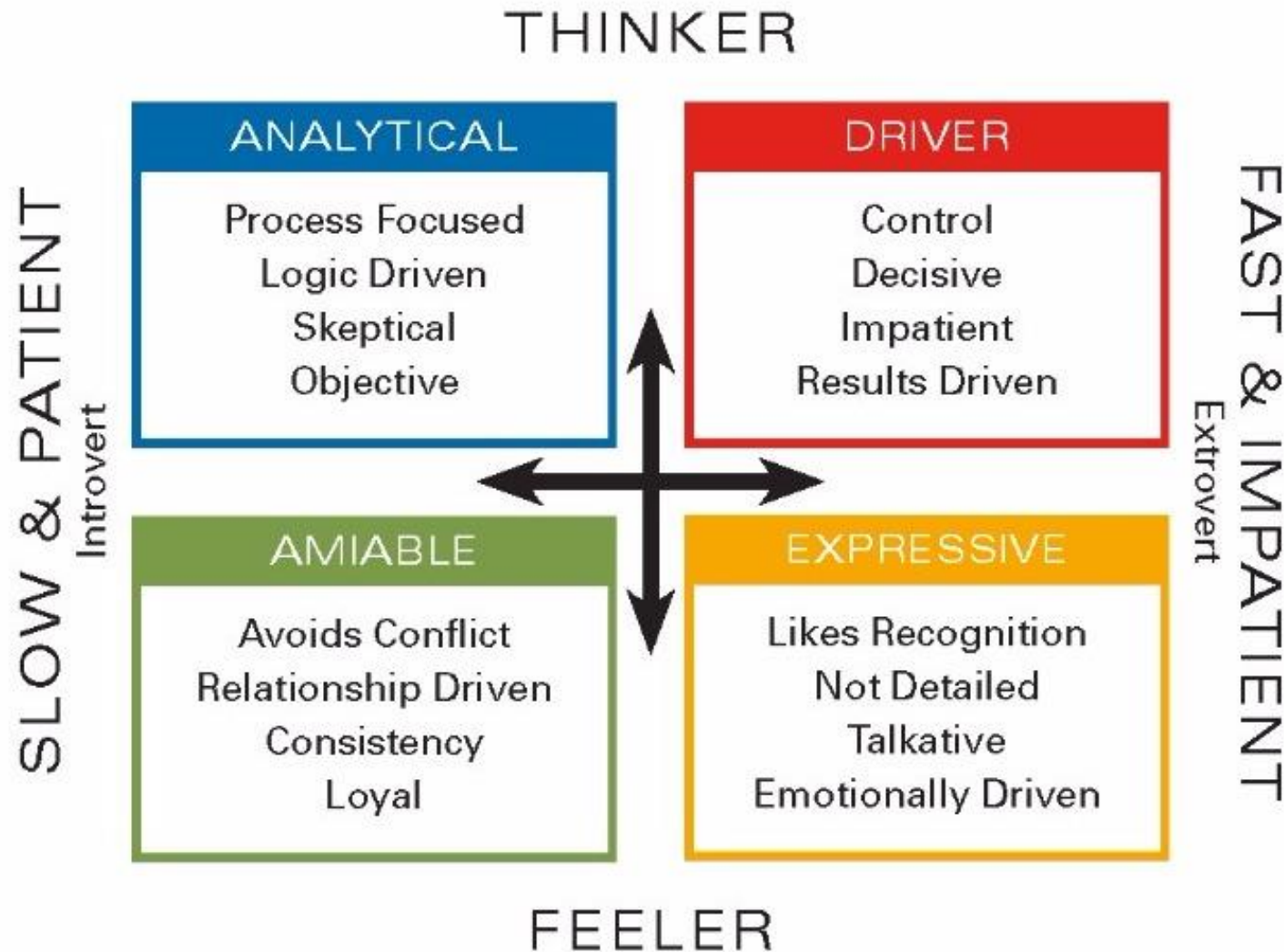
P

Perceivers

Perceivers prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

Having different personalities in society is an asset. Although these personalities may change over time, having an understanding of different personalities at the time will give you a better stand to manage relations. According to Myers Briggs Type Indicator- 16 Unique Type Personality exists as demonstrated here. That said, anyone can hold a unique position on this spectrum.

How different
social styles
communicate?



The 4 Communication Styles

These slides were to give you a brief insight into few capitals you can build during your study.

To explore them further please keep an eye on workshops and trainings that Swinburne offers through Graduate Research Education and Training (GREAT).

