# Reflection on FIT1055: IT Professional Practice & Ethics Teh Jia Xuan 32844700 FIT1055

#### Gibb's reflective cycle model

Use the feelings in the table listed below to help you identify your own for the reflective essay. You may use others you have found as well.

A conflict
An extremity of emotion
A moment of joy
A dilemma
A misunderstanding
A celebration
As missed opportunity
A success

#### The experience

Event 1 — The experience in doing research investigation using the intelligent research cycle for Assignment 1

The first assignment was asking us to utilize intelligent research cycle to write a report regarding ethical concerns surrounding the utilization of artificial intelligence (AI) in technological products. Several topics were given for us to choose from including ChatGPT, Attention Engineering, Deep Fakes etc. Links were also provided for a brief introduction to each topic. I distinctly remember that I began doing research on all the topics to determine which one intrigued me the most. After glancing through all the provided topics. I discovered that Attention Engineering intrigued me the most. This topic involved understanding human attention patterns, and how technology companies gain profit by utilizing human weaknesses which eventually lead to negative consequences. I was excited to dive deeper into the ethical implications and considerations associated with Attention Engineering.

By using the intelligence research cycle, I start by reading the assignment instructions and understand that we need to produce a report to explain how technology company purposely implement their features to attract human attention which eventually leads to possible ethical problems. In order to ensure the quality of my report, the lecturer has set a boundary for us which is we need to use at least two primary academic sources, two secondary news media sources and one tertiary source to construct my report. Apart from that, to ensure all the sources I utilized for conducting research were reputable and credible, I extract information from google scholar and duckduckgo.

However I encountered a problem while conducting my data and information gathering process. It became apparent that there was a lack of information available across the internet while I search for the term "Attention Engineering" in the search engines and the search results often irrelevant to the topic. I was thinking about switching to an easier topic due to lack of information. In spite of that, I soon realized that having difficulties in data searching is very common. Hence, it should not be a reason for me to abandon my interest topic.

To solve this issue, I decided to rephrase my search terms and experimented with different combinations of words related to "Attention Engineering". For example, "Attention Engineering" is about grabbing user attention and eventually leading to negative consequences like addiction. Thus, I searched for the term "Digital Addiction" and as I expected, I successfully obtained information of how technology companies design their products to gain users' attention and lead to addiction. By using these techniques, I am able to indirectly address aspects of attention engineering.

I started this assignment immediately as there were other assignments due at the same time. Hence, I was desperate to complete this assignment as soon as possible. To ensure that my report adhered to all the requirements outlined in the rubric, I booked a consultation with Ms. Arini. During the consultation, I discussed each requirement on the rubric with her to ensure that I had addressed them all and had not overlooked any. Overall, I was happy with the mark on my assignment 1 report.

In a nutshell, the experience in doing research by utilizing intelligent research cycle for Assignment 1 was highly beneficial. I can easily finish my report and ensure the quality of my report. By following the method step by step, I was able to identify the direction of the assignment and establish a clear direction for my research. Furthermore, I can gather relevant information, analyse the information and produce an insightful report.

#### Event 2 — The experiences of working with peers as a team applying effective communication, and teamwork techniques in Assignment 2a and 2b.

For assignment 2a, we need to form a group of 6 to construct a solution for the ethical issue of the topic chosen in Assignment 1. During the forming stage, everyone was unfamiliar with each other. Hence, our lecturer, Ms Arini suggests an ice-breaking session to enhance the chemical bonding of each team. Following a brief ice-breaking activity, we start to discuss the task of assignment 2a in no time due to the limited timeframe provided to us and the due date clashes with multiple assignments and exams. Besides that, we decide on our collaboration tools which is google drive for storing meeting recording, Word for the writing report and meeting minutes, Zoom for meeting session and WhatsApp for communication.

After choosing our topic, we split the task evenly and set the deadline accordingly to ensure that the report can be finished on time. However, the problem starts to arise when there was lack of communication in the team. As an example, one of our team members failed to complete their task on time without prior notice, and instead began offering excuses. Instead of taking a defensive approach I am able to utilize effective communication techniques, dismiss and redirect conversations. I acknowledge the challenges that they faced by showing them empathy and understanding towards their situation and quickly redirect conversations by emphasizing the importance of deadlines as other team members need his part to continue their part. Eventually, we came to an agreement which is completing the task within the extended timeframe.

Eventually, all team members successfully completed their respective tasks two days ahead of the deadline. Once everyone finished their part. The group leader organized a meeting to review the report so that group members have time to make necessary amendments. All in all, we managed to submit the report before the due date.

In assignment 2b,our task is to present our solution and create a prototype based on our solution. This is where our team is at the performing stage, we split the part based on assignment 2a. In other words, each team member is responsible for presenting their own part from Assignment 2a. This can ensure that each team member can deliver their part smoothly during the presentation.

The only concern in this assignment is only 1 week is given for us to finish our slides and rehearsals. While we also have 2 exams and 1 assignment due in the same week. This caused our team members could not commit to presentation slides and rehearsals during the weekdays. Hence, we need to utilize our weekend to finish the slides, much appreciate it to Ms Arini's willingness to sacrifice her weekend to arrange consultations for us to clarify doubts and further elaborate the flow of presentations. After putting in tremendous effort and working as a team we successfully completed the preparation of the slides and conducted rehearsals right before the actual day. During that day, everything went smoothly without any issues.

### Event 3 — The experiences in learning how to think critically and making ethical decisions by applying the ethical reasoning framework in Assignment 2a.

In the report we strictly ensure that we have followed the Ethical Reasoning Framework (ERF) to produce a solution to solve the ethical issue addressed in Assignment 1. By using ERF, it able us to outline all possible solutions and further analyse the solutions. For example, listing out the advantages and disadvantages of various solutions and how well they aligned with the Association for Computing Machinery (ACM) code. This enables us to evaluate the most suitable solution that tackles the ethical issue.

My experience in utilizing ERF is it provided me with a smooth and systematic approach to finding a solution. The initial step involved identifying the problem associated with attention engineering, which required thorough research to gain an understanding of the topic. This was particularly beneficial for team members who had not chosen this topic for their assignment 1, as it allowed them to familiarize themselves with the topic.

Furthermore, ERF assisted us in delving deeper into the issue which it requires us to conduct research and connect the problem to the potential breach of the Association for Computing Machinery (ACM) code. This enables us to analyze how technology company violates the ACM code. Hence, it helps us to develop a solution to prevent such breaches in the future. Moreover, the ethical theories such as virtue ethics, utilitarianism and deontology were given to us as guiding principles. By incorporating these ethical theories, it allows us to engage in comprehensive critical thinking to further analyze our topic and how it brings negative effects to our society. The next step would be ideation, now we have a general idea of the solution and ideation enables the team to contribute their ideas and insights to enhance the solution. These ideas helped in refine the solution and make it more capable of addressing the breaches of ACM code. In the deliberation phase, we focused on developing a work design flow diagram that would demonstrate how our solution prevents such a breach of ACM code. The team brainstormed a scenario where the solution can be helped to prevent breach of ACM code. With a solid understanding of the problem, a work design flow and how our solution prevents such breach in ACM code in each stage of work design flow. Our team was finally able to produce a solution effectively.

#### The feelings

## Feelings Event 1 — The experience in doing research investigation using the intelligent research cycle for Assignment 1

Initially, I thought Assignment 1 to be relatively simple as it is just a report. However upon delving into the research on "Attention Engineering", I discovered there were limited resources. Furthermore, I came to realize that the assignment needs to include at least two primary sources, two secondary sources and one tertiary source. Regarding my previous approach, I had the freedom to choose any sources I desired, but this time due to these new restrictions, I felt stressed as searching for information on "Attention Engineering" is challenging, while with these restrictions it brought this assignment's difficulty to a higher level. Not to mention that, this assignment's due date clashes with two of my other assignments. It forces me to start this assignment as soon as possible.

When I considered changing another topic, I came to realization that I could employ an alternative approach to search for this particular topic. Specifically, changing the phrase of "attention engineering" to "digital addiction" as we can search for the content that relates to concept of attention engineering. This discovery brought me great relief, I searched for all the relevant content and bookmarked for future reference.

Looking back on Assignment 1, I felt intelligent research cycle deserves high praise for its effectiveness and thoroughness. In particular, the analysis stage of the cycle allows me to delve deep into the subject and ensure all the information gathered was reliable. This stage allow me to gain great confidence in the sources that I put in my report. Overall, I felt satisfied when I accomplished this assignment in the given timeline, at the same time ensure the quality of my report with intelligent research cycle.

### Feelings Event 2 — The experiences of working with peers as a team applying effective communication, and teamwork techniques in Assignment 2a and 2b.

It has been quite some time since I was working in a team. In other words I need to experience occasional disagreements, excuses and communication challenges that may arise. During the team forming everyone appeared polite, enthusiastic and had a common goal which is achieving high distinction in this unit. However, as soon as the leader sends message through WhatsApp, the harmonious image got destroyed immediately.

Our team members rarely reply unless they got tagged specifically in the group chat. This left me feeling frustrated as it seemed that the group chat consisted only of myself and the group leader actively sharing information and planning our progress. However, I began to concern whether we have

the ability to complete the assignment as we have one exam and two other assignments' deadline on the same week as assignment 2a deadline.

Fortunately, I have an active leader who consistently pushes our team members to contribute ideas and speak up. Not to mention our lecturer, Ms Arini who guided and motivated us throughout this assignment, sacrificing public holidays to conduct consultations to clear doubts. I feel grateful for their presence as they play a vital part in keeping our team moving forward and ensuring that everyone is actively involved.

On the other hand, I felt that effective communication skills came in handy when dealing with situations such as team members were unresponsive and excuses for not completing work within deadlines. These abilities were crucial in resolving such problems elegantly without harming the chemical bonding of a team. By employing effective communication we were able to go through these challenges while maintaining a positive atmosphere within the team.

During presentation day, I felt excited, knowing that once it was over, I could shift my attention back to my upcoming exam and other assignments. However, when I stood in front of the audience my mind went blank and I felt butterflies in my stomach. Despite these initial challenges, I tried my best to gather my thoughts and strive to deliver the best presentation as I could.

All in all the experience of working with peers as a team has been a fantastic experience although we went through arguments during the storming stage but now looking back, it enhanced my communication skills. For instance, I learnt how to communicate with my teammates by using effective communication skills like dismiss and redirect, when I encountered problems with my team members which is they are not cooperating with the team. Lastly, I look forward to working with peers again.

Feeling Event 3 — The experiences in learning how to think critically and making ethical decisions by applying the ethical reasoning framework in Assignment 2a.

When I read through the ERF I was questioned, as I never use such a framework before. As I progressed with my team, I recall how my team was contributing ideas during the ideation stage and I realise this is how a team should look like, where individuals speak up actively and share their own perspective. During deliberations, we apply a work system design approach to address the issues that arose at each stage. This approach enabled us to tackle the problem arose at each stage. Hence, we can produce features to the stages accordingly.

Through these experiences, I came to a realisation that ERF is a comprehensive and structured framework. It starts from identifying the problem and connecting it to the breach of ACM code. After choosing the ethical theories as guiding principle, it leads us to list out all the possible solutions by utilizing the ethical theories. We evaluate the solutions by applying it onto a work system design in deliberation stage and finally produce a solution.

In a nutshell, my feeling for applying the ERF in Assignment 2a is I felt confident in ensuring the quality of my report, when I follow it step by step from identifying the problem to produce solutions. The framework provides a structured and systematic approach, assisting me in making thoughtful and clear decisions in countering ethical issues.

#### The evaluation

### Evaluate Event 1 — The experience in doing research investigation using the intelligent research cycle for Assignment 1

In Assignment 1, what went well is I learnt how to do research by utilizing the intelligent research cycle. It is a completely different approach compared to my previous method. Embracing this new framework, it enabled me to conduct research in an efficient way. Instead of blindly putting information into my report. This framework allowed me to organize my findings and further evaluate the information I grab from the internet. It not only improve the quality and depth of my findings but also

On the other hand, what did not go so well was working independently as it lacked a sense of urgency. While I working at my own pace and I found I liked to procrastinate and often left tasks until last minute. As a result, I ended up having to burn the midnight oil to complete the report. With this experience, I should establish better time management strategies and avoid procrastination to ensure a smoother workflow. With that being said, I decided to set personal deadlines to avoid such procrastination happening in the future.

Evaluate Event 2 — The experiences of working with peers as a team applying effective communication, and teamwork techniques in Assignment 2a and 2b.

In Assignment 2 aspect that went well is I learnt how to communicate effectively with my teammate. By utilizing the communication skill taught during the tutorial class, I was able to use simple and straightforward language to convey my ideas effectively. When I am having problems with my team

member, it enabled me to encourage them to share their difficulties and give appropriate suggestions. These communication skills enable me to maintain the positivity of a team. Moreover, it creates an environment where team members feel supported and hence, we can finish the assignment on time.

On the contrary, what did not go well in assignment 2 is there was lack of collaboration and the schedule was very hectic, it caused most of the member could not commit to the assignment. Lack of collaboration because team members do not provide responses when group leader is asking for suggestions. This had a negative impact on the team dynamics and it caused a huge delay in our progress as there was no input from others eventually it led to a situation where the leader had to answer most of her own questions. After engaging in communicating with each other we came to the realization that the problem was some team members were too shy to speak up during discussion. While some other team members claim that they are occupied with other assignments, which they cannot contribute to the current project and it is totally understandable as we have two exams and one other assignment due date in the same week. Although it is risky to accommodate everyone's availability, we decided to postpone the meeting until most of the members are free.

In order to encourage team members to speak up, I would utilize a technique that I learnt from AIESEC club during my foundation. It involves incorporating a check-in session into every meeting, where the presenter poses a general question that everyone required to answer. This enables to reduce the awkwardness and shyness of the team members before we began to dive deeper into the discussion.

On the other hand, to ensure that we could maintain our progress in a hectic schedule. I would construct a timetable. Where it consists of all the tasks and topic that needed to be done before the deadlines. By following the timetable step by step, without any doubt we can ensure that we make steady progress and successfully finish assignment within the given time frame.

Evaluate Event 3 — The experiences in learning how to think critically and making ethical decisions by applying the ethical reasoning framework in Assignment 2a.

The aspect that went well when using ERF is the flow was very smooth in guiding us to produce the solution. The structure is clear, it offers a systematic approach to produce solutions and thus, it minimizes the delays of our work as it avoids unnecessary disruptions. The ERF's sequential design made sure that we followed a flow while making ethical decisions. For example, each stage built upon the previous one to create a clear and structured path towards finding solutions. We were able to avoid confusion since we were aware of exactly what to do during each stage.

The aspect that did not went well when using ERF is although it is very comprehensive and clear, but it requires a significant number of steps for me to produce a solution. This caused applying ERF can consume a significant amount of time. Furthermore, making a decision need to go through a thorough discussion, since it has numerous steps involved in reaching a solution. This leads to significant amount of meeting being scheduled, and resulting huge delay in our progress. Due to the limited

timeframe and presence of multiple assignments that were waiting for our attention. We were required to make decisions immediately which could potentially impact the quality of our decisions as well as the final report.

#### The analysis

### Analysis Event 1 — The experience in doing research investigation using the intelligent research cycle for Assignment 1

The success of using intelligent research cycle is because our lecturer, Ms Arini who provided a thorough explanation of the cycle and ensured that each stage is understood by the entire class. Initially, I have multiple questions at Analysis stage, Ms Arini's consultation effectively clarify my doubts and helped me glance through my sources to ensure I found the correct and relevant information. Not to mention Ms Arini provided me some tips to evaluate the sources and extract meaningful data for my report. Her insights and expertise supply me necessary tools for my future career in computer science field. Moreover, I found the explanation of the unit textbook provided by Nailah (2022) is useful, especially the example given to explain each stage it enables me to follow the example step by step while doing my report. Hence, using intelligent research cycle, I learnt how to organize my data effectively, before I put in the report. I believe these benefited me when I entered the computer science field.

The reason that I liked to procrastinate deadlines is, there is a lack of urgency. The comfort I feel and the absence of any outside pressure to keep me move forward. Without a sense of urgency, it becomes challenging to prioritise work and take a step forward to accomplish them. Moreover, without external pressure or someone actively pushing me, I have no sense of how far the deadlines are away from me. To overcome this issue, it requires me to set personal goals such as the quality or grades I would like to achieve in this assignment, deadlines for finishing specific topic and understanding the consequences of not finishing it. This creates a sense of urgency for me to complete before the deadlines even in the absence of external pressure (Tracy, n.d.). By doing this mitigation without any doubts it advantages my future career, it increases my ability to prioritise tasks effectively, time management and ensure the quality of my product

I would connect intelligent research cycle experience to the technical skills involved in data analysis. In today's digital landscape one must be able to analyze data effectively as without the ability the data remains raw and would not be useful to humans (Wright, 2021). With the ability to analyze and convert data into information, it enables me to gain a competitive edge in computer science field.

Apart from that the mitigation of procrastination enables me to contribute to my professional development. In computer science field where challenging problems often require attention to detail. Hence avoiding procrastination is essential, it enables me to allocate enough time and effort to the tasks and produce high quality work to meet the expectations of my customer. By applying all these techniques, I can ensure that my work progresses steadily and continuously develops my skills as a professional practitioner.

### Analysis Event 2 — The experiences of working with peers as a team applying effective communication, and teamwork techniques in Assignment 2a and 2b.

The group communication went well because, during the forming stage, an ice-breaking and personality tests were held to help members get to know one another. This was especially crucial for our group because none of us knew each other at first. We were able to gain a brief understanding of each group member's style. This makes us able to communicate with each other effectively as we understand which communication techniques can apply to use against which team member. Moreover, the result of the personality test also gives us a general idea of the duties each member should be doing. Furthermore, by applying effective communication techniques in solving problems, it can solve the problem effectively and maintain a positive atmosphere in a team where team members are able to find a common ground and work towards the same goal. As a result of ice-breaking, personality assessments and applying effective communication techniques, everyone in the group made friends with one another. This is a relatively important skill for me to equip in order to become a professional practitioner, as a good communication skill can lead to healthy relationships within a group (Chrysalis, n.d.) . With good communication skills, it enables me to navigate conflicts, avoid misunderstandings, able to express my idea well, building team positiveness, efficient task delegation and eventually produce a successful project outcome.

However, sometimes there is lack of collaboration because of having numerous assignments with the same due dates. Hence, some team members may become overburdened and unable to provide attention to each project including the current project. Moreover, some members are too shy to speak up when the leader asked for ideas, which creates a barrier to effective communication and stops the flow of ideas within the team. To overcome the lack of collaboration, we can establish a project schedule, splitting tasks into manageable units and making sure each member is aware of their duties and commitments. On the other hand, for the introverted team members, it is crucial that we analyze each team member's personality test and discover the introverted team members. Thus, we can put our attention on the introverted team members and encourage them to participate in our discussion. Moreover, leader can create an anonymous idea-sharing platform for the introverted team members to contribute their thoughts (parabol, n.d.). These techniques to overcome the issue are essential for me to pick up. As step into the society, I am likely to encounter individuals with diverse personalities and communication styles. By equipping and applying these techniques I will be able to navigate such situations and foster effective collaboration in my future career.

Analysis Event 3 — The experiences in learning how to think critically and making ethical decisions by applying the ethical reasoning framework in Assignment 2a.

The experience in using ERF went well in Assignment 2a because the ERF process in the unit textbook provided by Nailah (2022) is broken down in great detail in the textbook, which helps me comprehend and apply the framework effectively. The stages in the ERF gave me a strong foundation for me to conduct analysis on producing my solution. For example, the stage of "Use ethical theories as guiding principles". In this stage, it presented several ethical theories that can serve as guiding principles to help me in producing various solutions in the next stage which is ideate stage. With the smooth flow of ERF process, I was able to produce a well-considered and ethical solution. Undoubtedly the ERF definitely is a vital skill that I must acquire on my journey to become a professional practitioner in computer science field. As the ERF not only improves my ability to recognize ethical issues, but also provides me with the tools to examine the issues from different perspectives. For instance, the ethical theories, offers me three types of theories in which I can produce potential solutions through each theory and further evaluate the best theory to use in producing my solution. By incorporating ERF into my practice, I will be more prepared to deal with the ethical issues that emerge in the field of computer science.

On the contrary, the ERF requires a significant amount of time to produce a solution due to its comprehensive structure and numerous steps to be done before producing final solution. The various stages such as identifying the problem, connecting ACM code to the issue, considering ethical theories etc. This thorough procedure seems time consuming, but it enables the development of a more robust and ethical solution. However, if we need to allocate sufficient time to each step of the process it may be challenging, especially we are facing with tight deadlines and multiple assignments. This may lead to a trade-off between the thoroughness of ERF and the completion of assignments in the given timeline. To overcome this issue, in the next attempt, I can focus on the most vital stages like the ethical theories stage, identify the breaches of ACM code stage and deliberate stage. Moreover, I can seek guidance from my lecturer or peers. Although it may not fully engage with each stage of the ERF within the timeframe, but I still can produce a quality solution. This is also an important technique for me to equip in my journey of becoming a professional practitioner in the computer science field. Learn how to utilize time on the important aspects as when entering society, we faced numerous tasks that needed our attention. Hence, we need to know how to prioritize and focus our time on the tasks that have the greatest impact.

#### The conclusion

In a nutshell, assignments in this unit taught me a lot of essential skills that can greatly benefit me in the future. One of the skills is the Intelligent Research Cycle for research purposes. My previous approach would be writing the report and finding information without going through any stages. However, this framework gives a smooth and comprehensive way to approach my research and it is unquestionably crucial to my future research. The difference could be made is I should have attended Ms Arini's consultation when I have questions during the initial stages. Due to my shyness, I did not take the initiative to ask until a point of struggle then I sought for help.

Moreover, I successfully equip the effective communication skill and teamwork techniques by using these skills it enables me to build a strong relationship with my teammates. By strengthening our relationships, we able to collaborate more efficiently. What difference could be made during my assignments 2 is I should have taken the initiative to start the assignment earlier as we have multiple assignments deadlines coincidentally crashes together. As a result, the whole team have to burn midnight oil to accomplish the assignment.

Additionally, I know how to produce an excellent solution by using ERF. The ERF helped me implement an ethical and long-lasting solution that benefits society by incorporating ethical reasoning into my solution. Besides that, ERF enables me to further discuss the potential impacts of my solution while applying different ethical theories. It ensures that my solution is aligned with the ACM code and prevent from breaching it.

#### The Action Plan

## Action Plan Event 1 — The experience in doing research investigation using the intelligent research cycle for Assignment 1

If I start all over again, I have learnt that time management is the key to produce a quality report. In order to avoid rushing through the assignment and meeting the deadline, I need to properly manage my time so I can have sufficient time to allocate each task to ensure a smoother workflow. Not to mention, I had more time to check my report and ensure the quality of my report. To make sure that I would not repeat the same mistake again, I would construct a timetable when the assignment starts where it contains deadlines of all the assignment stages before the due date. This would develop my time management skills and ensure the quality of work at the same time. Additionally, I will ask questions immediately when I have any doubts regarding the assignment. Lastly, the value of doing assignment 1 is it requires me to think analytically. The process of evaluating the sources, make sure the source is useful and credible. It encourages me to think from multiple perspectives and analyze the problems that emerge from Attention Engineering.

### Action Plan Event 2 — The experiences of working with peers as a team applying effective communication, and teamwork techniques in Assignment 2a and 2b.

Next time, I would voice out to start the assignment in no time and delegate tasks during the first meeting when the assignment is open to the public. Besides that, I would request an update on our team member's progress every week to avoid delays and ensure that everyone is aware of their duties and deadlines. In addition, I would be more enthusiastic towards my teammates during the first meeting and engage with my teammates such as I would enquire about their strengths, weaknesses, introverted or extroverted etc. This strengthens my understanding of my team members and I was able to know which tasks were suitable for them to handle. By engaging with my team members, I was able to develop my soft skills such as actively listening to my teammates and expressing my opinions effectively. Engaging in discussions also helps to improve my ability to express ideas and provide meaningful feedback. Additionally, I understood that values of teamwork are to share a common goal and trust our team members. Trust can lead to honest communication, one feels confident in doing their part and it creates a supportive environment for individuals to work with.

Action plan Event 3 — The experiences in learning how to think critically and making ethical decisions by applying the ethical reasoning framework in Assignment 2a.

In the future, I would like to construct a timetable when I utilise ERF. Where it has all the deadlines of the stages. Due to ERF is time-consuming, by having this timetable, I am able to produce a solution on time. Additionally, our team is often stuck on a stage which causes procrastination. Hence, a timetable would be useful in managing the deadlines. Moreover, I would create a comfortable environment for my teammates to express their thoughts and actively support them to contribute ideas by using the interpersonal skill that I learnt from the tutorial. By continuously encouraging them I was able to persuade my teammates to step out of their comfort zones and at the same time I was able to practice my communication skills.

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