

Toolkit	Strengths	Weaknesses
1. Postgraduate Career Development Questionnaire	<ul style="list-style-type: none"> • Efficient at dealing with unexpected events. • Show resilience and bounce back after a negative experience. • Failure does not discourage me. • Chosen a career path that gives both purpose and meaning. • Knowing what to do when the degree is finished. 	<ul style="list-style-type: none"> • My skills for doing the type of work I want are currently not up to date. • Need to learn to harness the skill of building a wide and effective network of contacts. • Lacks understanding of work-related interests. • Hesitant when it comes to pursuing career dreams.
2. Rokeach's Values	<ul style="list-style-type: none"> • Key values: Wisdom, Intellectual, Logical, Independent, Family Security, Health, Imaginative, Ambitious, Capable. 	<ul style="list-style-type: none"> • Least values: Self-controlled, Salvation, A world of peace, Obedience, Forgiving, National Security.
3. Belbin's Team Roles (Plant, Monitor Evaluator and Completer Finisher)	<ul style="list-style-type: none"> • Creative, Imaginative, and free thinking. • Generates ideas and solves problems. • Sober, strategic, and discerning • Sees all options and judges accurately. • Painstaking, conscientious and anxious. • Searches out errors and polishes and perfects. 	<ul style="list-style-type: none"> • Ignore incidentals. • Too lost in thought to communicate effectively. • Lacks drive and ability to inspire others. • Can be overly critical. • Inclined to worry unduly. • Reluctant to delegate.
4. Honey and Mumford's Learning Styles (Reflector and Pragmatist learning style.)	<ul style="list-style-type: none"> • Producing analyses and reports • Observing individuals and groups at work • Obvious link between work and job • Shown a model with obvious advantages. • Chance to try out techniques with feedback. 	<ul style="list-style-type: none"> • Being rushed by deadlines • Being thrown in the deep end • Doing things with no time to prepare • No obvious or immediate benefit • No practice or guideline on how to do it. • Event or learning is all theory.

5. Emotional Intelligence	<ul style="list-style-type: none"> • Strong self-control. • A readiness for initiatives and the taking of opportunities. • Strong optimism and resilience. • Great at understanding others, sensing their feelings and perspectives. • Able to anticipate, recognise and meet customer's needs. • Strong two-way communications. 	<ul style="list-style-type: none"> • Problems building and nurturing instrumental relationships. • Trouble sensing others needs and bolstering their abilities. • Issues in maintaining standards of honesty and integrity. • Reluctance to novel ideas and approaches. • Lack of political awareness.
6. Cultural Intelligence	<ul style="list-style-type: none"> • Careful to plan before meeting someone who is from a different cultural background. • Able to change non-verbal behavior when working in diverse groups. • Took the opportunity to develop my knowledge about other cultures. • Conscientious about checking everything being said is understood and agreed to. • Able to adjust the cadence of my verbal communication to suit those of a different culture. • Intervene if I observe cultural biases being shown in the workplace. 	<ul style="list-style-type: none"> • Need to reflect more on cultural interactions. • Elucidate variations in gender roles within a culture. • Adjusting my non-verbal behavior when working with people from a diverse cultural background. • Seeking feedback regarding my behavior when working in diverse groups.
7. Big Five Factor Model	<ul style="list-style-type: none"> • Conscientious of my environment keeping things neat • Able to be decisive. • Dependable, organized and disciplined. • Assertive, sociable, and optimistic. • Preference for order. 	<ul style="list-style-type: none"> • Tend to be more skeptical than trusting. • Uncomfortable in unstructured environment. • Lack adaptability to theoretical setting. • Be more open-minded to alternative opinions.