

DAY 2 - UNDERSTANDING YOURSELF AND OTHERS

Soft skills - A1

Soft Skills, Sustainable Development, Careers - Pôle Léonard de Vinci

Welcome

How do you feel in this very
moment, here and now?

/

Ice breaker





Attendance





- **Quiz!**
- **Our 5 innate faculties** (needs to satisfy / strengths, capabilities and resources to use)
- **Positive Psychology**
- **Character Strengths**

Exercise: analyze a successful situation you experienced



○ **Personal reflection: 5 min.**

- Think about the personal success story you identified yesterday.
- Identify the strengths you used in this situation.
- How do these strengths compare to the strength cards you selected yesterday and your results from the VIA Survey?
- Complete / validate your list of Character Strengths.

○ **In pairs: Each of you is to share your personal success story and your analysis of the strengths you used: 10 min.**

- Share the strengths cards you selected yesterday and your results from the VIA Survey.

○ **Collective agreement:**

- Confidentiality, empathy, no interruptions and no judgment

Survey

3 words to define success?

What does the word
'success' mean to you?

WOOCCLAP

Values

○ Definition: (See sheet)

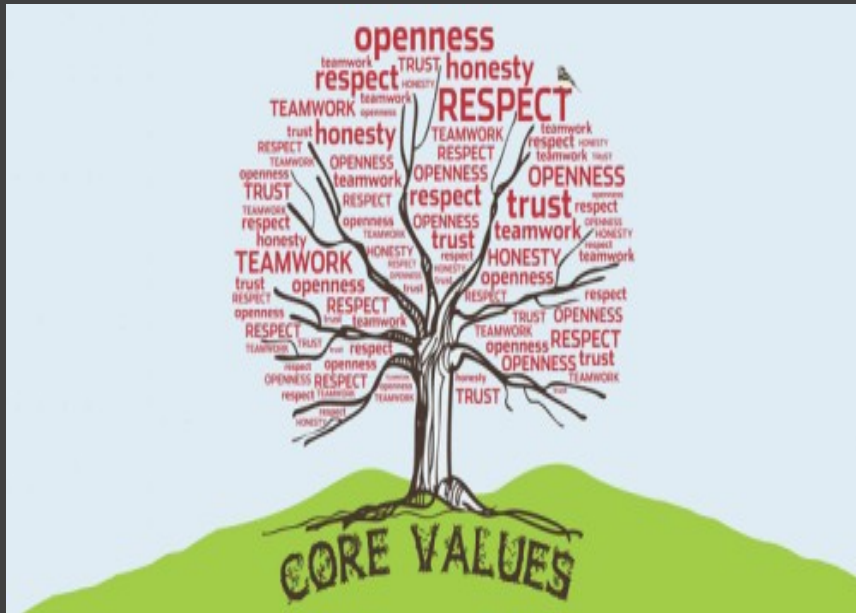
- A set of general principles to which an individual adheres in their life, the way they show up in the world, their fundamental convictions regarding:
 - The goals of life that are preferable to others and that one wishes to accomplish
 - The desirable behaviors to accomplish these goals
 - What is good, right and wrong
 - The orientation of choices and decisions

In psychology, values (from the Latin "*valor*," derived from "*valere*" meaning "to be strong, powerful") are "trans-situational, hierarchically organized motivations that guide our life."

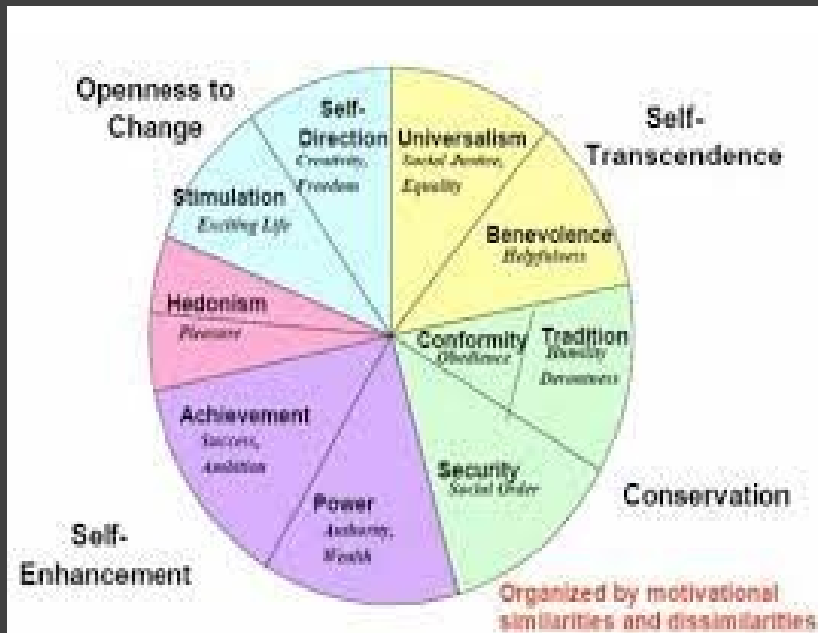
○ Video: And nobody cares #23 – Values <https://www.youtube.com/watch?v=OqInPOy50p4>



Debate



The Schwartz Theory of Basic Values



- Shalom Schwartz's inventory of values (1992-2009): A social psychologist who surveyed more than 60,000 people across all cultures to identify the universal dimensions that structure human values.
- Schwartz Value Survey: "Which values are important to me as guiding principles in my life? And which values are less important to me?"

Le questionnaire Schwartz Value Survey

L'intérêt que le concept de valeurs a suscité est très ancien puisque son origine remonte à la Grèce antique, avec les écrits de Platon sur le fondement des gouvernements et de la responsabilité des citoyens.

Rappel de la définition : Ensemble des principes généraux auxquels un individu adhère dans sa vie, ses représentations, ses convictions fondamentales sur :

- Les buts de l'existence qui sont préférables à d'autres et que l'on souhaite accomplir
- Les comportements souhaitables pour accomplir ces buts
- Ce qui est bien, juste par opposition à ce qui ne l'est pas
- L'orientation des choix et des décisions

Dans ce questionnaire, vous vous demanderez : Quelles valeurs sont importantes pour moi en tant que principes directeurs de ma vie ?

Commencez par une première lecture rapide de la liste de valeurs qui vous est proposée

Colonne 1 : Mettez une croix sur celles qui vous ont été transmises par votre environnement (familiale, éducatif, sportif, culturel)

Colonne 2 : Notez de 1 (le plus important) à 6 (le moins important) en face de celles qui sont vraiment importantes pour vous personnellement aujourd'hui

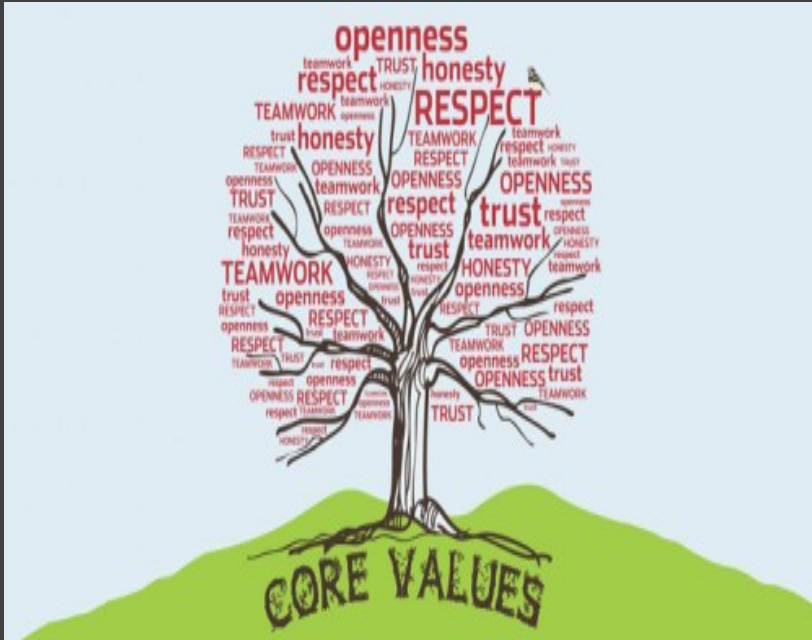
Etablir le classement de vos valeurs prioritaires

Liste des valeurs		
Transmises	Importantes Pour moi	
1		ÉGALITÉ (opportunités égales pour tous)
2		HARMONIE INTÉRIEURE (en paix avec soi-même)
3		POLVOIR SOCIAL (contrôle d'autrui, dominance)
4		PLAISIR (satisfaction des désirs)
5		LIBERTÉ (liberté de pensée et d'action)
6		UNE VIE SPIRITUELLE (accent mis sur les aspects spirituels et non matériels)

Survey available in Teams

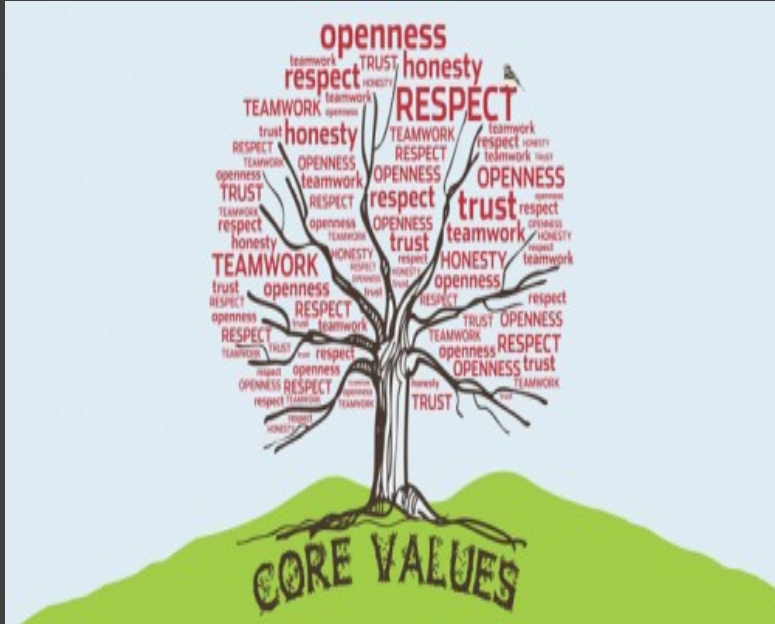
To be completed by Wednesday and to be included in your mood board

Exercise: Return to your success story



- **Individual reflection: 5 min.**
 - Identify the values you called upon in this situation
 - Take inspiration from the Schwartz Value Survey (Teams)
- **In pairs: Each of you shares your experience and your analysis of your success story: 5 min.**
 - Share the values that guided you in this situation and your results from the Schwartz Value Survey
- **Collective agreement:**
 - Confidentiality, empathy, no interruptions and no judgment

Values in the professional world



- Values have an important influence on the **attitudes and behavior** of individuals at work and constitute one of the **parameters of engagement and motivation**.
- During the recruitment process, an organization will check that **the candidate has values compatible with those of the company**:
 - For managers, it is important to know the **values** of their team members to **best motivate them**.
 - For employees, it is important to work in **harmony with their personal values**. **Alignment** with our values will help us **make "consistent" decisions**.
- **Let's find examples!**

BREAK



Definition of “Perception”

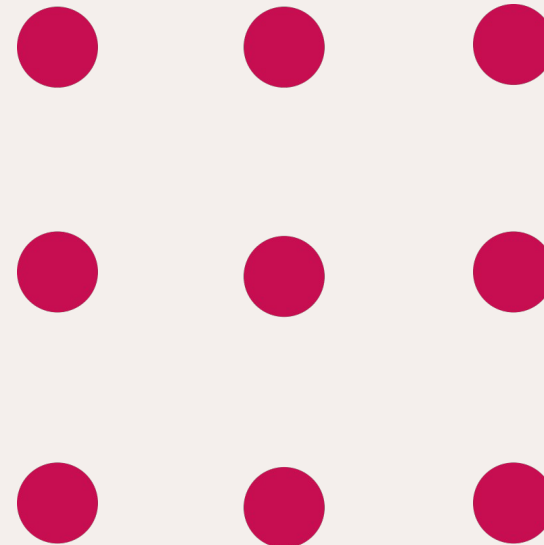


“Perception is the process by which individuals organize and interpret their sensory impressions, in order to make sense of their environment. People's behavior is based on their perception of reality and not on reality itself.”

Exercise

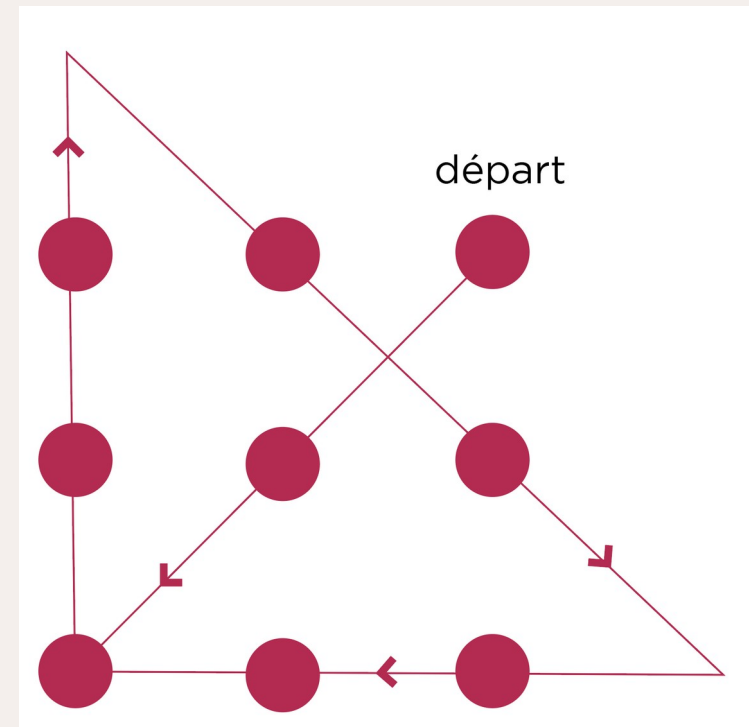
After reproducing the figure to the right on a sheet of paper, try to **connect the 9 circles** by drawing **4 straight lines** without lifting your pen from the paper.

Once your four lines have been drawn (without lifting the pen), each of the circles must be crossed by at least one



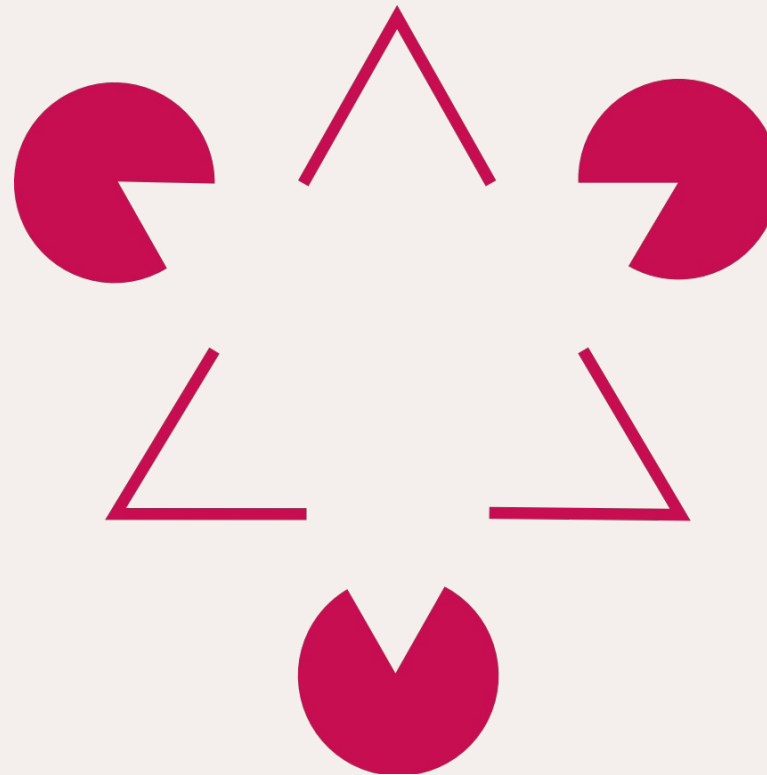
The Solution

To find the solution, you must dare to "leave the frame of reference," the one defined by the 9 circles.



Option

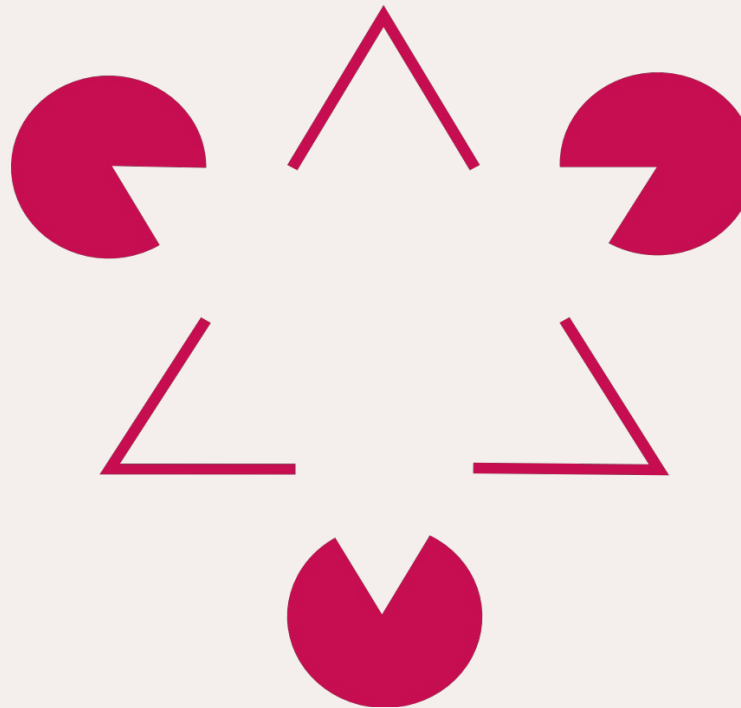
WHAT DO YOU SEE ?



Option

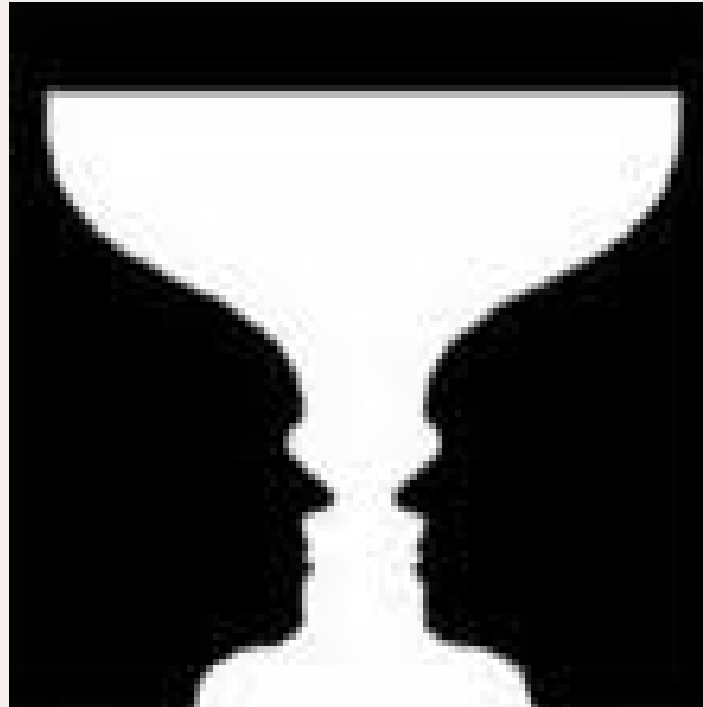
EVERYONE PERCEIVES THE UPSIDE-DOWN WHITE TRIANGLE? AND YET IT DOES NOT EXIST!

The white triangle is clearly perceived even though the form does not exist. It is merely suggested by the illusory contours resting on the red circles.



The *Kanizsa Triangle* is an illusion of cognitive optics first described in 1955 by the Italian psychologist Gaetano Kanizsa.

Option

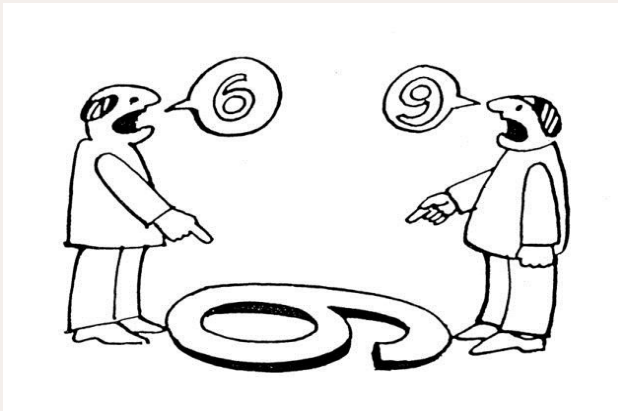


Option



Perception

Two people often have different interpretations of the same reality.



Our interpretations of reality depend on our “frame of reference.”

Our frame of reference is our way of seeing the world, the filter through which we perceive reality.

Let's have some fun!

THE SITUATION

- **Zeref Dragneel** (any resemblance to a fictional character is purely coincidental), who is abandoned by **the God Keskirame** and works late, returning home tired every night, is tempted to choose a new ally. This **ally** lives on the other side of the river and every day, in the afternoon, Zeref crosses a bridge to go to her house. In the evening, he crosses the bridge in the opposite direction, before **the dragons** return to see if he is there.
- One day, while he is with his ally, an argument breaks out over Zeref's quest to find **his brother**, who has been out of touch, probably pushed aside by the dragons. Zeref decides to return home and on the bridge, he finds **a crazy Pegasus**, who threatens to fight him if he comes near. Zeref then goes to see **Cyclops, the ferryman**, who asks him for 3 gems to cross.
- Unfortunately, poor Zeref has no money. Cyclops categorically refuses: no money, no passage.
- Dejected, he goes back to his ally who, very angry, wants nothing to do with him. He doesn't know what to do. The dragons will return any minute and see he is not there. Zeref decides to cross the bridge. The mad Pegasus carries out his threats and the fight takes place. Zeref loses many lives without any other trial

YOUR MISSION

- **As a team**, on a scale of 1-5, **rank** those who are responsible for Zeref's losing many lives according to their **level of guilt**. Defend your rankings among yourselves.
- You will have **15 minutes**.
- There are **4 roles**:
 - Timekeeper
 - Observer who will provide feedback
 - 1 facilitator of the debate
 - 1 reporter who must provide the solution quickly (within 1 minute)

Debriefing
(10 min.)

Exercise(inclusive writing option)

- IEL is abandoned by his/her partner, who works late and comes home tired every night, and is tempted to choose a lover. This lover lives on the other side of the river. Every day, in the afternoon, IEL goes over a bridge to his/her home. IEL crosses the bridge in the other direction, in the evening, before his/her partner comes home. One day, while Iel is with his/her lover, a violent argument breaks out. S/he decides to go back to his house, and finds a madman on the bridge who threatens to kill him/her if s/he comes near. S/he then goes to see the smuggler who asks him/her for 3 euros to cross.
- Unfortunately, s/he has no money. It is a categorical refusal that the smuggler sends back: no money, no passage.
- Disappointed, IEL goes back to his/her lover who, very angry, sends him/her away. Iel doesn't know what to do anymore, his/her partner will be back any minute! S/he decides to cross the bridge. The madman carries out his threats and kills Iel without any other form of trial.

YOUR MISSION

- **As a team**, on a scale of 1-5, **rank** those who are responsible for IEL's death according to their **level of guilt**. Defend your rankings among yourselves.
- You will have **15 minutes**.
- There are **4 roles**:
 - Timekeeper
 - Observer who will provide feedback
 - 1 facilitator of the debate
 - 1 reporter who must provide the solution quickly (within 1 minute)



Frame of Reference

Brainstorming:

For you, what is a frame of reference? What goes into creating one?

Frame of Reference: Influencing Factors



Frame of reference



○ Definition

- A set of ideas, opinions, values, beliefs, criteria, experiences, and character traits specific to an individual or group, by means of which that individual or group perceives and gives meaning to reality, communicates ideas and thoughts, and conducts themselves.

○ Video: <https://www.youtube.com/watch?v=DCanko5Xhys>

○ When we judge, we do so from our own frame of reference. To reduce the power of a potentially inappropriate judgment, it is necessary to **broaden our frame of reference** ... and understand that of the other.

○ Having what you consider good reasons for thinking your way does not make you right!

Video : The Guardian commercial - Points Of View :
<https://www.youtube.com/watch?v=E3h-T3KQNxU>



Multiple Intelligences

Multiple Intelligences

Definitions of intelligence



- Intelligence is the set of processes found in systems, more or less complex, alive or not, which makes it possible to understand, learn or adapt to new situations. The definition of intelligence, as well as the question of a capacity for general intelligence, have been the subject of many philosophical and scientific discussions. Intelligence has been described as the capacity of adaptation (learning to adapt to an environment) or, to the contrary, the capacity to modify an environment to adapt it to one's own needs. In this general sense, animals, plants and computer tools (automatic learning) all show signs of intelligence.
- Intelligence can also be seen as the ability to process information to achieve goals.
- Intelligence is studied in the fields of cognitive psychology, developmental psychology, anthropology (evolution), cognitive ethology (animal behavior), neuroscience (biology), genetics, and more.
- In animals, it is the endocrine or neural communication systems that produce intelligence.

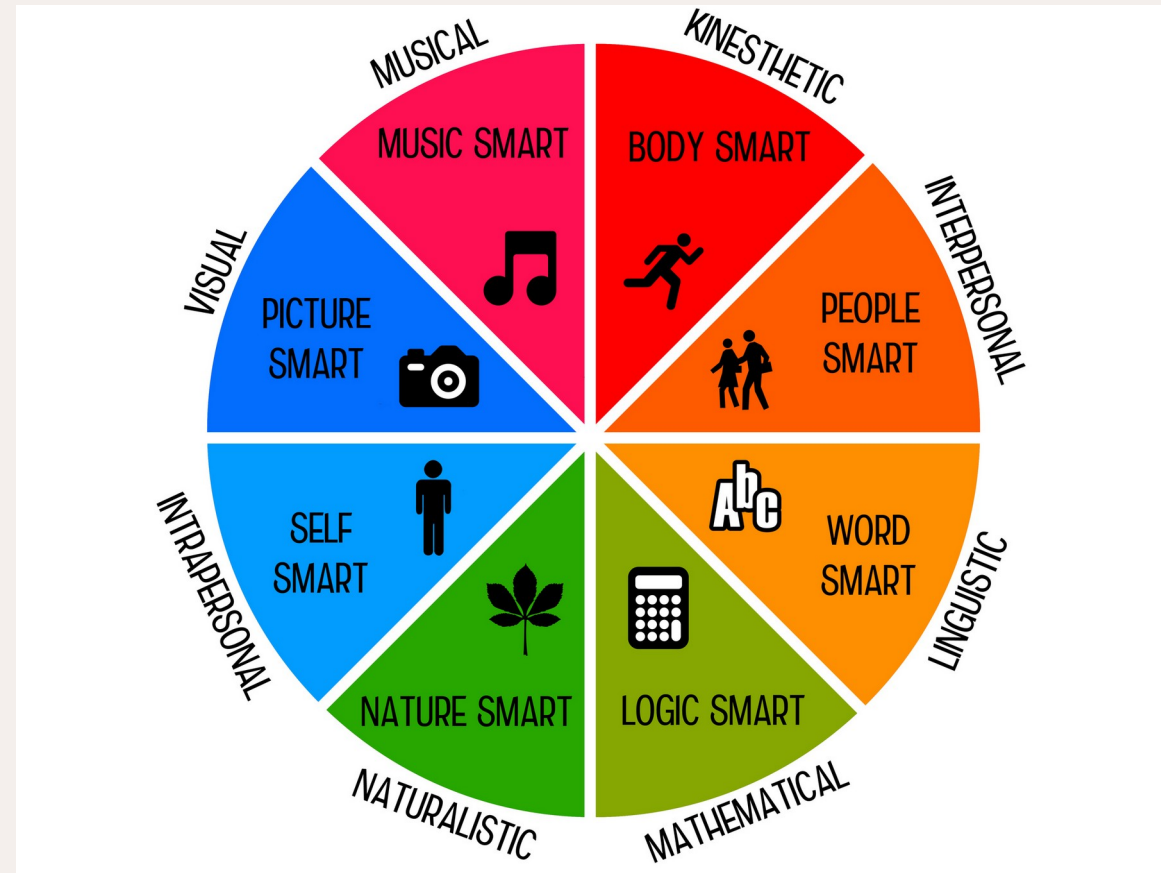
Multiple Intelligence s



○ The 8 Types of Intelligence by Howard Gardner - 1983

- <https://www.youtube.com/watch?v=DCanko5Xhys&t=4s>

Deepening: TEDx by Bruno Hourst on multiple intelligences
<https://www.youtube.com/watch?v=gQLitHPA9Zg>



○ Test: <https://www.guichetemplois.gc.ca/intelligence>

For tomorrow

Add today's learnings and discoveries to your mood board:

- ✓ **Values**
- ✓ **Frame of reference**
- ✓ **Multiple intelligences**

TOMORROW IS A NEW BEGINNING

A DEMAIN