

Identifying Personal Competencies to Address Research Challenges

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Questions to Explore

1. How do people work together to accomplish a large research project?
2. How can you leverage individual strengths and talents?
3. Why are diverse groups more successful?

Recognizing your personal strengths, skills, and competencies.

What do you bring to your research team?

Write your strengths, skills, and competencies on the slips of paper. Include your initials.

Recognizing competencies that need development.

What competencies or skills do you need/want to develop?

Write your developing skills and competencies on the slips of paper. Include your initials.

Working Together.

Add all the slips of paper for you research team into one envelope.

These are the competencies that make up your team!

Each of us brings different competencies, experiences, and backgrounds to a research team. How can your team leverage these differences to accomplish your research outcomes?

A Different Way to View Yourself

Complete the “How I Work” statements.

Discussion Questions:

- What does it mean if you didn't mark strongly agree?
- What aspects of the work brought you satisfaction?
- Where could you devote more attention on future projects?
- How can you stretch your thinking and skills?
- How can this information be used moving into a collaborative research project?
- What strategies can we use as a group during the research project?
- How will these strategies help to build personal and group resilience to potential research setbacks?

How I Work

In collaborative work, I usually achieve better than I expect.

Strongly Agree 5 4 3 2 Strongly Disagree 1

I am comfortable taking risks in developing new approaches to reach a goal.

Strongly Agree 5 4 3 2 Strongly Disagree 1

I work hard and apply myself.

Strongly Agree 5 4 3 2 Strongly Disagree 1

I amend projects as needed as I progress through them.

Strongly Agree 5 4 3 2 Strongly Disagree 1

I know how to access resources.

Strongly Agree 5 4 3 2 Strongly Disagree 1

When I run into problems, I seek help.

Strongly Agree 5 4 3 2 Strongly Disagree 1

I am usually satisfied with my work.

Strongly Agree 5 4 3 2 Strongly Disagree 1

I seek collaborators that complement my skills.

Strongly Agree 5 4 3 2 Strongly Disagree 1

Why are diverse groups more successful?

Hong, L. & Page, S.E. (2004). Groups of diverse problem solvers can outperform groups of high-ability problem solvers. *Proc Natl Acad Sci USA* 101(46):16385-16389.

Campbell, L.G., Mehtani, S., Dozier, M.E., & Rinehart, J. (2003). Gender-heterogeneous working groups produce high quality science. *PLoS One* 8(10):e79147.