

3-Part Series on developing your metacognitive skills

- #1: Succeed with your strengths: Assess and apply your unique strengths to improve your chances for success in grad school
- #2: Assess your communication strengths with the Myers-Briggs types and apply them to work effectively with others
- #3: Succeed through your failures: Learning to fail productively in grad school

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Succeed with your strengths:

Assess and apply your unique strengths to improve your chances for success in grad school

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The "rules for success" in grad school ...

- 1.)
- 2.)
- 3.)

are usually too simplistic, and don't consider your unique strengths.

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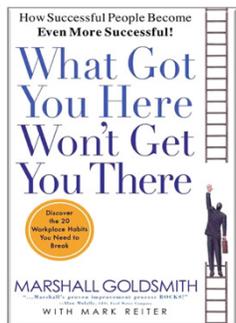
All new grad students at NU...

have been successful,
and want to succeed,
but not all succeed at NU.

Why not?

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Marshall Goldsmith points out ...



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Key Message:

To achieve success, you must:



assess your strengths accurately



apply your strengths strategically

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Key questions for today's workshop:

- What exactly is a strength?
- What are your strengths?
- How can you apply your strengths strategically?
- What's the current research in understanding and applying strengths for students?
- What's your definition of success?

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What exactly is a strength?

For our discussion:

strength = skill + joy

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Don't most people already know and use their strengths?

- In a Gallup survey: 97% said their leadership skills are at or above average (!)
 - Many don't assess their strengths accurately
- Another survey: do you have "the opportunity to do what you do best every day" at work

China: 14%	India: 36%
France: 13%	Japan: 15%
Germany: 26%	USA: 32%

 - Most people aren't using their strengths regularly

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Most students aren't aware of their strengths and weaknesses

"Unskilled and unaware of it" Kruger and Dunning
J. Personality and Social Psychology, 1999, 1121.



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Most people don't assess themselves accurately, but there's hope!

People can improve their metacognitive skills by:

- being aware of the range and context of their peers,
- and by improving their competence.

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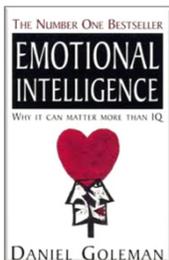
Addendum to Key Message:

Your chance for success is improved when you accurately assess and strategically apply your strengths ...

which is not trivial, but can be developed by sharpening your metacognitive skills.

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What metacognitive skills do I need to develop?



- **Personal Competence**
 - self-awareness
 - self-regulation
 - motivation
- **Social Competence**
 - empathy
 - social skills

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To develop metacognitive skills, you need to develop ...

- | | | |
|------------------|---|--|
| foresight | ○ what issues will I encounter? | ○ what have similar students encountered? |
| insight | ○ what are my strengths, weaknesses, opportunities and threats? | ○ how can I accurately assess myself, to help me be productive? |
| hindsight | ○ what happened in the past and how did I deal with them? | ○ how can I reflect on my past, to help me in my present and future? |

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As you assess yourself and others, plan for goals *and* growth.

Goals

- specific
- short-term
- task-oriented

Growth

- overall
- long-term
- process-oriented

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Self-reflection exercise:

- Reflect and write:**
- a current or recent event that made you happy
 - a past experience in which you thrived or loved
 - a past working relationship from which you benefitted
 - your goals and plans for growth for the year
 - your definition of success

- Focus on:**
- | | |
|--------------------------|---------------------------|
| ○ actions and details | ○ motivations |
| ○ causes and catalysts | ○ significance of actions |
| ○ people's contributions | ○ consequences |

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After writing, share in groups:

- do you or have you kept a journal?
- which topic did you write about?
- do you think you have an accurate assessment of yourself and your peers?
- what do you think about Kruger and Dunning's research?
- who knows you the best? do most people know you quickly, or does it take them a long time?
- who do you know the best? do you think you're a keen observer, or do you struggle understanding others?

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Resources

- "Learning to Reflect through a Mid-Degree Crisis" by Kaitlin Gallagher
- Chip and Dan Heath's "Switch"
- Daniel Goleman's "Emotional Intelligence" and "Working with Emotional Intelligence"
- Carol Dweck's "Mindset"
- Marshall Goldsmith's "What Got You Here, Won't Get You There"

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Sticky Message

 **assess and apply your strengths**

 **to improve your chance for success**

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