

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

1



Succeed with your strengths:

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

Steve Lee, PhD
CLIMB Program
Assistant Director
Fall 2012



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

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

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

3

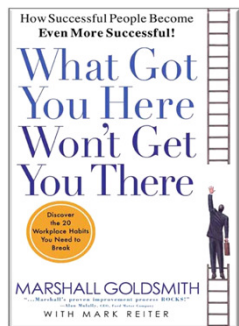
All new grad students at NU...

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

Why not?

4

Marshall Goldsmith points out ...



5

Key Message:

To achieve success, you must:



assess your strengths accurately



apply your strengths strategically

6

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?

7

What exactly is a strength?

For our discussion:

strength = skill + joy

8

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

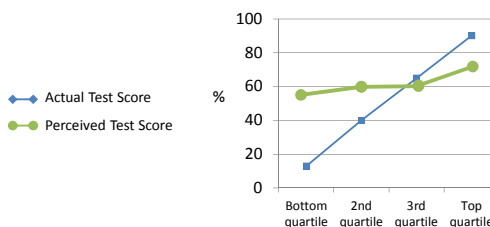
China: 14%	India: 36%
France: 13%	Japan: 15%
Germany: 26%	USA: 32%

 - Most people aren't using their strengths regularly

9

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.



10

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.

11

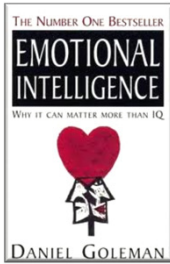
Addendum to Key Message:

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.

12

What metacognitive skills do I need to develop?



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

13

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? |

14

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

Goals

- specific
- short-term
- task-oriented

Growth

- overall
- long-term
- process-oriented

15

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 |

16

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?

17

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"

18

Sticky Message

 **assess and apply your strengths**

 **to improve your chance for success**

19

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

20