

Some creatures

Scanning down this list, which creature would you most like to be and why?

Ant

Badger

Bear

Cat

Crow

Deer

Dog.

Dolphin

Dragonfly

Eagle

Fish

Hawk

Horse

Hummingbird

Lion

Mouse

Owl

Raven

Snake.

Turtle

Wolf

Some creatures, some associations*

Ant – industriousness, team working

Badger - courage

Bear - strength of body, courage and power of will

Cat – independence

Crow - justice

Deer - compassion

Dog - loyalty.

Dolphin – wisdom and happiness

Dragonfly – dreams, higher aspirations, imagination

Eagle – bravery, ambition

Fish - grace

Hawk – observation, vision

Horse - freedom

Hummingbird – pleasure, ease

Lion – leadership through protection

Mouse – eye for details

Owl - wisdom

Raven - mystery

Snake - transformation.

Turtle - shyness

Wolf - knowledge

- There are many other associations, feel free to add yours to the list.

Transferable skills exercise

Step 1 : Rate each of the following skills using the three categories described:

- a) A skill I use regularly and feel confident about
- b) A skill I use occasionally and could develop further
- c) A skill I don't have

(10 mins – if you are quick and finish before others, look at Qs on next page)

<i>For each row, quickly tick in the column which reflects how you would rate yourself for this skill</i>	(a)	(b)	(c)
1. Talking			
2. Public speaking			
3. Persuading			
4. Selling			
5. Negotiating			
6. Working effectively in a team			
7. Supervising/managing/ leading others			
8. Teaching			
9. Coaching			
10. Mentoring			
11. Counselling			
12. Coordinating projects/tasks			
13. Working with numbers			
14. Gathering information			
15. Interpreting data			
16. Solving quantitative problems			
17. Technical writing			
18. Writing for non-specialists			
19. Facility with computers			
20. Concentration/focus			
21. Research			
22. Attention to detail			
23. Manual dexterity			
24. Physical stamina			
25. Meeting deadlines			
26. Working under pressure			
27. Precision			
28. Artistic			
29. Imagination with things			
30. Imagination with ideas			
31. Making decisions			
32. Seeing possibilities			
33. Facilitating			
34. Resolving conflicts			
35. Observing accurately			
36. Having fun			
37. Establishing rules			
38. Managing problems			
39. Analysing problems			
40. Critiquing ideas			
41. Assessing priorities			
42. Learning new skills			
43. Understanding complicated ideas			
44. Working with theories			
45. Adapting to changing situations			
Any other skill(s) you would like to add to this list			

Transferable skills exercise continued

Your discussion this time is with a *different* set of 3 or 4 people near you

Step 2 : With this discussion group, explain what you have found to each other (15mins) - again make sure everyone gets a turn

:

1) Do you see any patterns in how you have rated yourself? Are there some groups of skills which stand out as strong or weaker?

2) Which few skills or skill areas would you highlight as your real strengths?

3) How would you present evidence to show that you are indeed strong in these areas?

4) Pick one or two skills (or groups of skills) which you may need for the future, but where you have rated yourself as (c). Explore whether there may be situations which have enabled you to develop, if only partially, those skills. How could you be strengthening them over the next year?

Final reflection – things to hang onto from today

Reflect on and discuss with others what you have learned about yourself this afternoon. The questions below may be helpful as a prompt but you may have other questions or issues you want to continue to think about.

- What has your work on values told you about the kind of work, organisation or work setting where you may feel most fulfilled?

- What has your work on skills told you about the kind of work where you may be best able to use your special strengths?

- Which of your transferable skills will you develop further this year and how will you do this?

Thank you for coming to this workshop. We hope you found it useful. If you have any feedback or thoughts about other workshop topics you would welcome, please email wh@ringmer.demon.co.uk.

Also remember to use our website <http://www.newnhamassociates.org.uk>