'Flipped Development' – From passive to active development[1]

Following presentation of the 'Flipped Development' concept, Workshop participants were asked:

1. **Skills for an active developer**: If you had to support somebody to be an active developer and go out there and develop themselves what skill set would you offer development support in?

2. **Personal profile**: If you wanted to support somebody in understanding more about themselves what would you suggest they look at/consider?

Participants discussed in groups and noted ideas on post-it notes as follows:

1. Skills for an active developer:
(Note: responses are listed as they were written on post-its without any editing)

Own learning style; networking; giving/receiving feedback; resilience

Critical and creative thinking; confidence building; presentation and communication skills;

Being inquisitive- asking questions; right questions; right person to ask; networking

Personal management: time management; project management; to do lists

Self awareness;

Self analysis – compare yourself to a person who can do the task in question

Active developer – innovative; initiative; take ownership; motivated; self-awareness/ honesty; creativity, savvy, resilience; communication; confidence; understanding value; internationally aware; culturally competent

Interpret the environment; ability to describe things precisely; be independent; self-manage; be objective about your skills needs (admit weaknesses); promote your own existing skills; How to throw a spear (to capture skills providers); self-awareness.

Encouraging networking and communication; resilience? – you may not like the answers you find.

Identifying what you enjoy doing and what you need to improve.

Prepared to accept change.

Self-awareness and critical reflection; time management and work life balance.

Creativity and innovation; open mind and enquiring; critical thinking;

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[1] Bromley, T., [2016] 'Flipped Development: From passive to active development' Vitae Researcher Development International Conference 2016, Manchester, 12th -13th September. Workshop outline

Internal locus of control; confidence and networking; resilience (for managing those dynamic situations and seizing opportunities).

Planning skills; self-reflection- take your time; networking; insight into yourself; curiosity- open; initiative; problem solving; analysis; prioritisation.

Coping strategies; scanning situation; self-reflection; open mind; curiosity;

Developing mentor/cohort/peer culture; reflective practice; help them decide what is their final goal;

Self-confidence; be aware of student/developer's needs. Be pro-active

Research what is out there; networking; leadership and management training; decisive/time management/prioritisation;

Online resources; motivation of researchers;

Courage; valuing failure i.e. resilience.

2. Personal profile:

Peer review sessions; Aikido way?; psychometric tests/personality tests; focus group with 360° feedback; reflective journal – research?;

disc personality testing – why you do what you do.

Being coached – review self; 360° feedback; peer mentoring – different stages/views; MBTI

Working together to establish some 'smart' (small) goals to get the Ball Rolling; stepping out of comfort zone and assess.

Describing to you what their career thus far involved- enjoyed/achieved … as a conversation

Defining episodes; How did you make decisions in the past?; What are your values; team roles/team compass.

'Imagine your future'; 'How would you want people to see you?'; JTi/MBTI; career model; enneagram.

What can you do? What do you like doing? What/who are you allowed to be?; What is meaningful to you (Career, life…)?

Support networks; mentor/coach; learning style; coping strategies; work preferences (early morning, late evening etc.)

How do you approach tasks/problems?

How well do you manage your emotions in your work?

Motivations; SWOT Analysis; career trajectory; environmental factors;

Reflecting on competency (previous experiences);

Developing strengths of the individuals; profiling for success; DISC profiling;

Consider their achievements so far and what they can achieve; likes dislikes

360° feedback; Being realistic about what they can achieve; Be mentored;

Shadow peers or colleagues

Career coaching; where do you see yourself in 5 years?

Tasks: 20 Statements of who you think you are.

Personal profile – MBTI, coaching/mentoring; 360° review, self-awareness re skills

Loved/loathed cards