

Open module- Career Development for Researchers

Module II August 28-29th 2019

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Aim for the moon. If you miss,
you might hit a star.

W. Clement Stone



Welcome to open module August 28th-

Career development for Researchers

Agenda:

- 9.00-9.30:** Who are we and what do we do?
- 9.30-12.00** Personal development-module.
- 12-13.00:** Lunch
- 13-16.00:** Vitae Research Development Framework

Language today

OSLO METROPOLITAN UNIVERSITY
STORBYUNIVERSITETET

Who are we and what do we do?

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- Name
- Where do I work at OsloMet
- How long have I been working at OsloMet
- Very short presentation of my research
- Total time: Maximum 1,5 minutes!



Opening of some modules to more researchers at OsloMet:

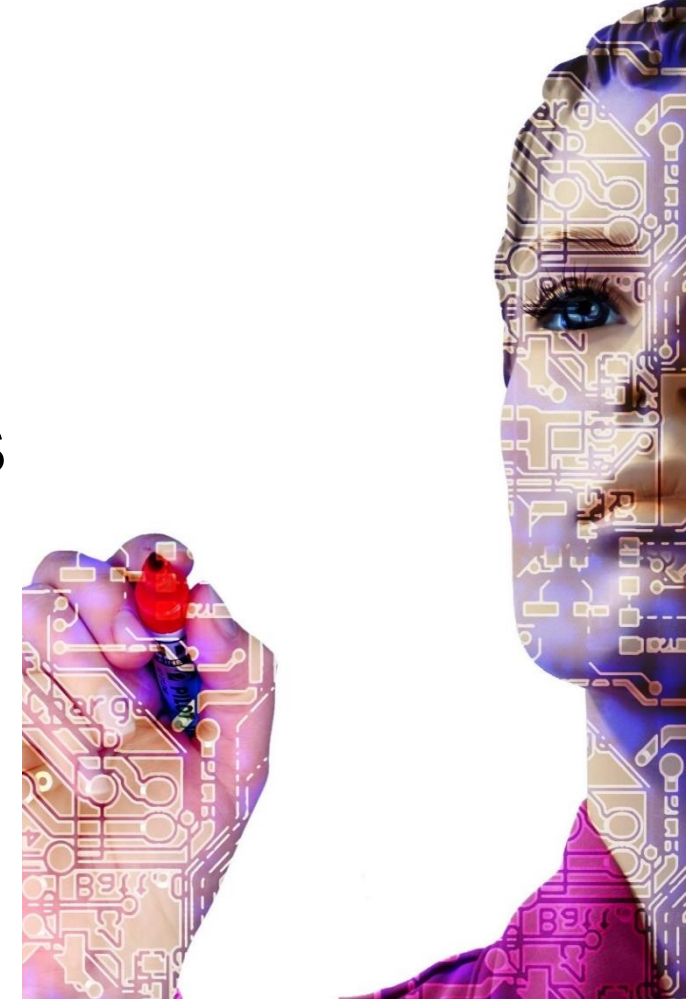
- Include other researchers at OsloMet, where we will focus on career development for researchers, first open module August 28th.
 - Researchers from HV, TKD and LUI
- Build network across the faculties/centres
- Give you different methods and tools to develop as researchers



Culture as a success- criteria:

The importance of OsloMet developing a culture of:

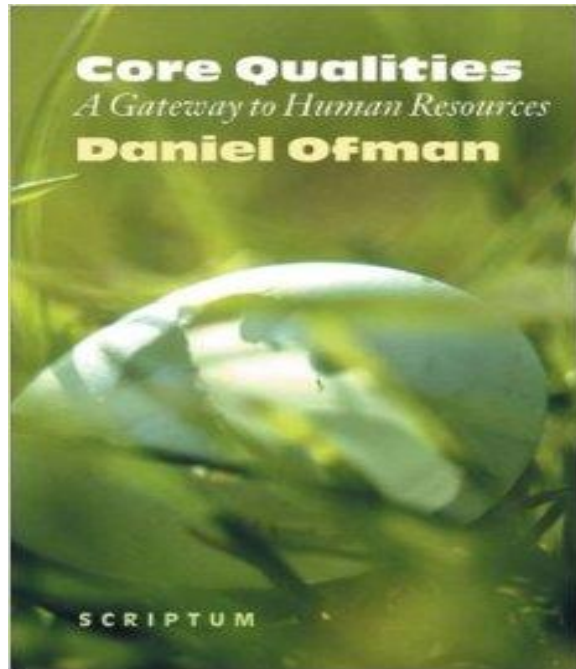
- Cheering on each other- experience joy of each others accomplishments and successes!
- Support in developing more researchers who are able to compete successfully in the elite sport of research applications and building excellence in research
- Develop more mentoring- cultures.



Personal development- module:

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- The «Talent-distortion»-model.



Daniel Ofman
«*Core qualities –A gateway to Human Resources*» (2001)

The «talent-distortion»-model:

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Don't ask yourself what the world needs.

Ask yourself what makes you come alive, and go do that.

Because what the world needs is people who have come alive.

Daniel Ofman, 2001

Personality – talent -conflict

- 1. The more **integrated** your behavior and your talents are, the more credible and inspiring you will be experienced by others (authentic).
- 2. Konflik can often be lead back to ones talent. With talent follows an allergy and a danger of interpreting others talents as an allergy.
 - Can lead to a negative circle where we end up strengthening eachothers allergies, rather than loosening them up.
- 3. To learn to see beyond/through (the negative) pitfall and see the talent underneath makes it easier to talk contructively about change of behavior.

Personal development:

- **Watch out for your own pitfall when you are spotting your «allergies» in others!**
- **Something you react as «allergic» to in others can often be a pitfall of something you need.**
- **We can learn a lot about ourselves from those who we find the most challenging to be around.....**