



Competency Profile - Special Course

TARGET GROUP: Doctoral researcher and postdocs from all fields

CONTENT: Young scientists are often lacking awareness of their competencies, and find it hard to put them into words. However, it is fundamental that young scientists can describe their competencies in a concise way, if they want to apply successfully for positions within and outside academia. This special course is based on the **Kompetenzenbilanz coaching method**. Course participants analyze their competencies in detail and identify their strengths, practice how to explain them to potential employers and develop an action plan for further development. The schedule is based on the core principals of the Kompetenzenbilanz (Experience – Perception – Motivation - Action) and includes information about the job market and practical examples on how to use one's competency profile in job applications.



AIMS: After this course, participants

- ✓ have developed a **comprehensive profile of their competencies**, which forms the basis for effective and targeted job applications.
- ✓ can assess their competencies and **present them in a concise and adequate way**
- ✓ know their strengths and are able to **explain their “added value”** to the employer

METHODS: Webinars: Short lectures, group work, discussions, job interview simulation, real-life examples; **Coaching:** In-depth analysis of each participants' competencies; **Self-Study:** Self-reflection & individual work with coaching exercises; Access to worksheets, further information and videos; Online-forum enables exchange among course participants and optional support by the lecturer in between webinars;

FURTHER INFORMATION: Maximum of 10 participants. Webinars and coaching take place in Zoom over the course of 4 weeks; Webinars last approx. 90-120 minutes, coachings are 120 minutes per participant. Time for self-study in between webinars. Course content for the self-study part can be accessed via the online platform Elopage.

