Universität Hamburg
DER FORSCHUNG | DER LEHRE | DER BILDUNG

Career Days 2021

Fantastic Competencies and Where to Find Them

Use of slido

- Go to https://www.sli.do/
- Enter code #676216

Qualifications ≠ Competencies

Qualification	
Formal	

Qualification	
Formal	
Reproducable	

Qualification	
Formal	
Reproducable	
For specific tasks or contexts	

Qualification	
Formal	
Reproducable	
For specific tasks or contexts	
e.g. programming language	

Qualification	Competency
Formal	
Reproducable	
For specific tasks or contexts	
e.g. programming language	

Qualification	Competency
Formal	Knowledge, abilities, attitudes
Reproducable	
For specific tasks or contexts	
e.g. programming language	

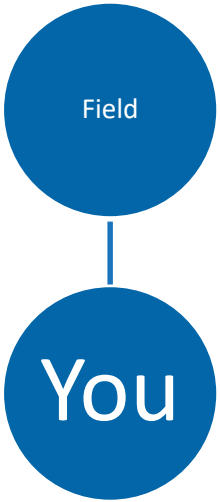
Qualification	Competency
Formal	Knowledge, abilities, attitudes
Reproducable	Cope with various challenges
For specific tasks or contexts	
e.g. programming language	

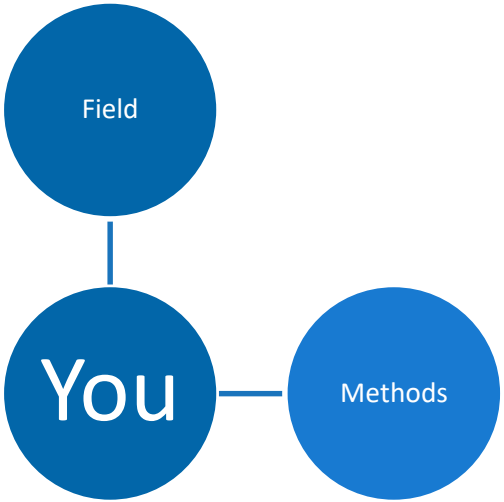
Qualification	Competency
Formal	Knowledge, abilities, attitudes
Reproducable	Cope with various challenges
For specific tasks or contexts	Transfer
e.g. programming language	

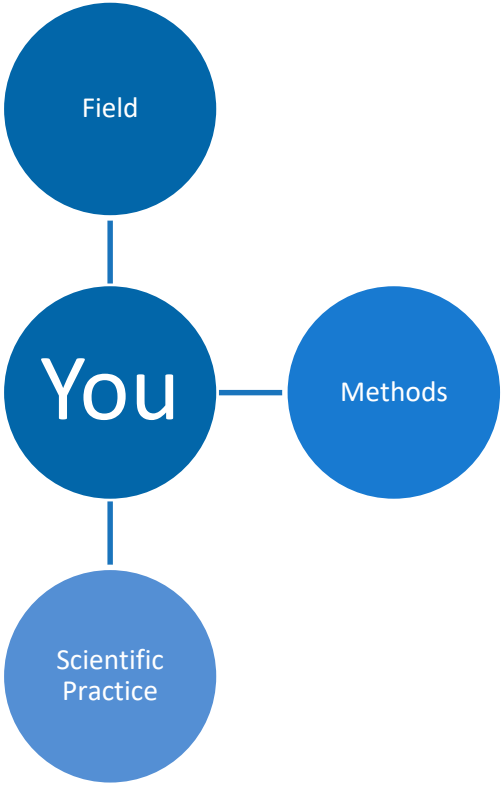
Qualification	Competency
Formal	Knowledge, abilities, attitudes
Reproducable	Cope with various challenges
For specific tasks or contexts	Transfer
e.g. programming language	e.g. self management

Competencies in Science

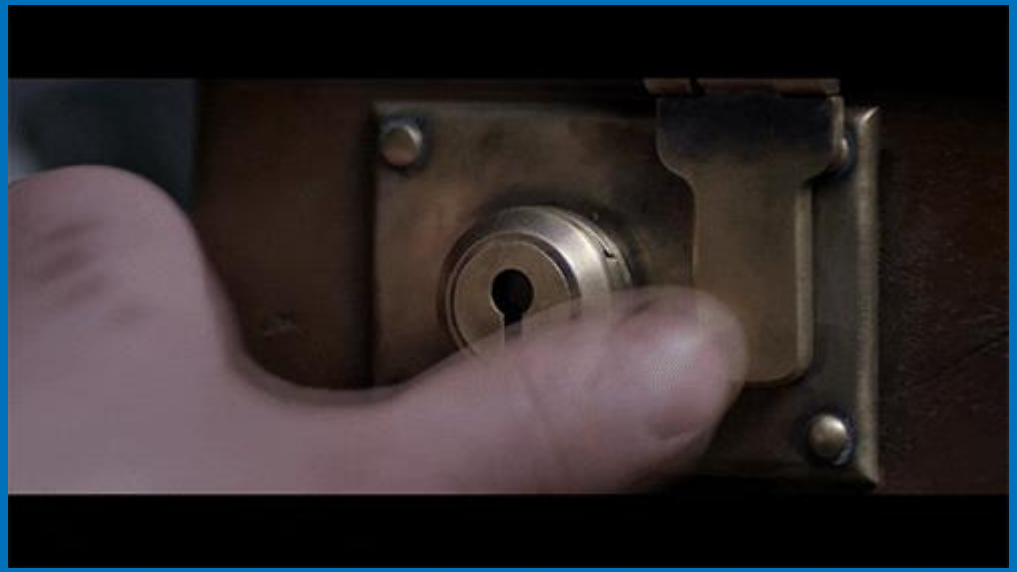
You


Field
You


Field
You
Methods


Field
You
Methods
Scientific Practice

Field
Community & System
You
Methods
Scientific Practice



There is more ...

Source: *UniWIND GUAT Publikation Band 10 – Kompetenzentwicklung von Nachwuchswissenschaftlerinnen und Nachwuchswissenschaftlern (2019)*

Professional Skills

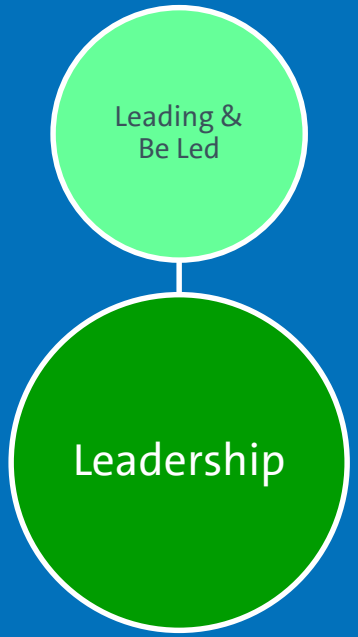
Community & System
Professional Skills
Good Scientific Practice
Technical Language
Methods

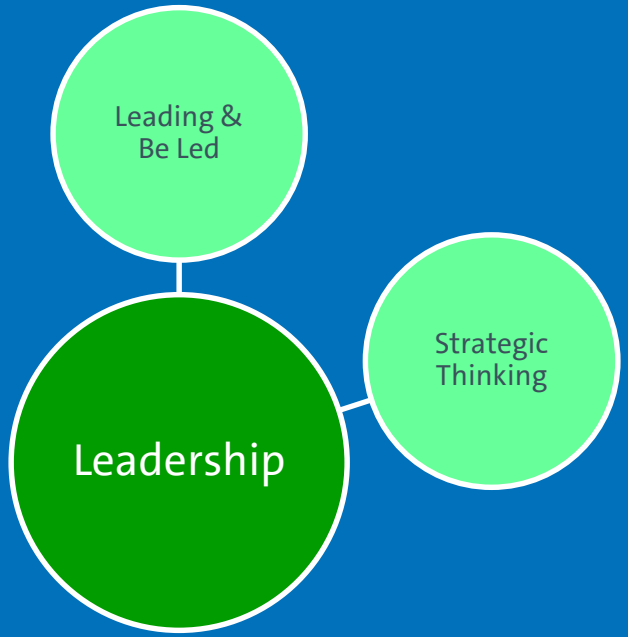
Advance Knowledge
Community & System
Professional Skills
Good Scientific Practice
Technical Language
Methods

Advance Knowledge
Use Knowledge
Community & System
Professional Skills
Good Scientific Practice
Technical Language
Methods

Professional Skills
Advance Knowledge
Use Knowledge
Information
Methods
Technical Language
Good Scientific Practice
Community & System

Leadership


Leading &
Be Led
Leadership

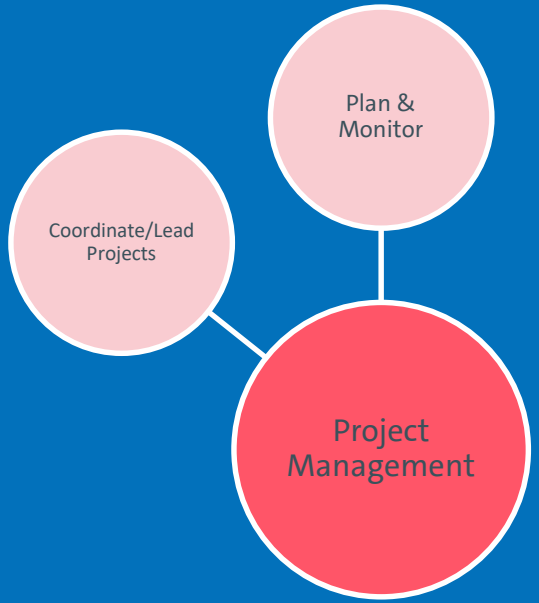

Leading &
Be Led
Strategic
Thinking
Leadership

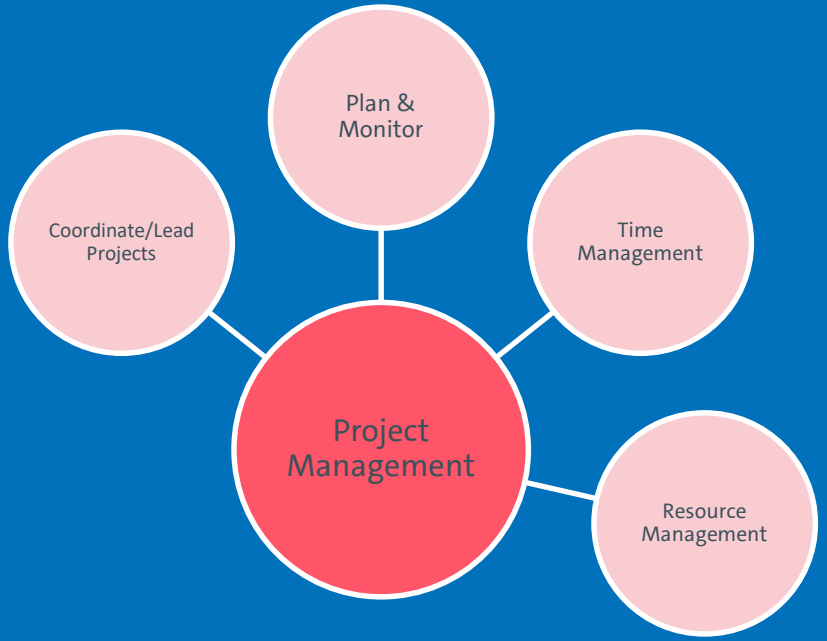
Leading &
Be Led
Strategic
Thinking
Leadership
Strategic
Acting

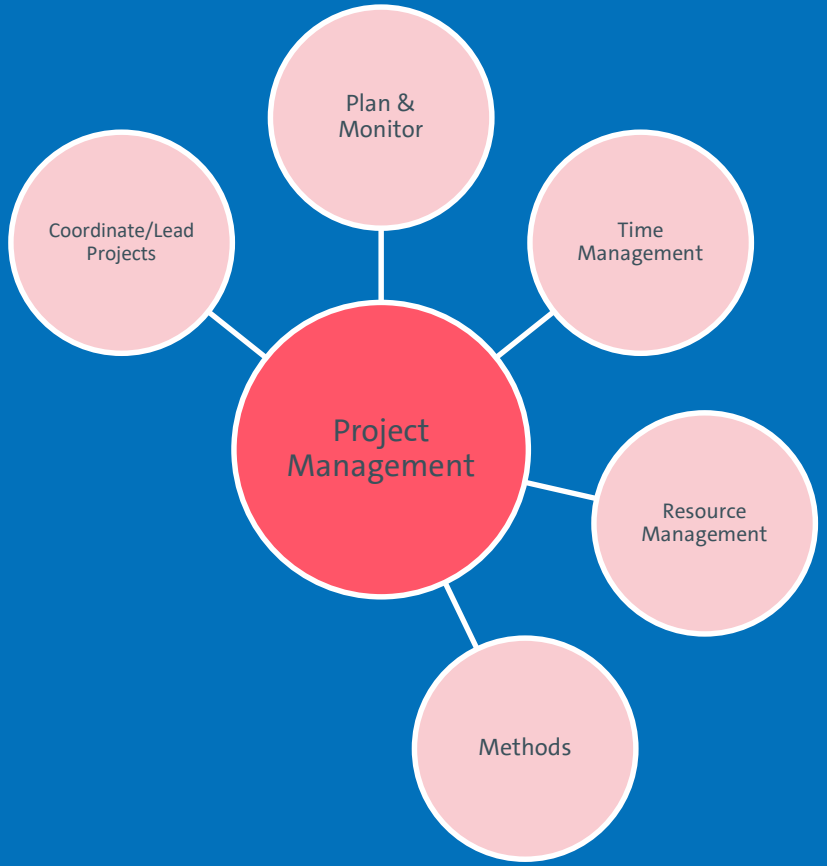
Leading &
Be Led
Strategic
Thinking
Leadership
Steering
Team
Processes
Strategic
Acting

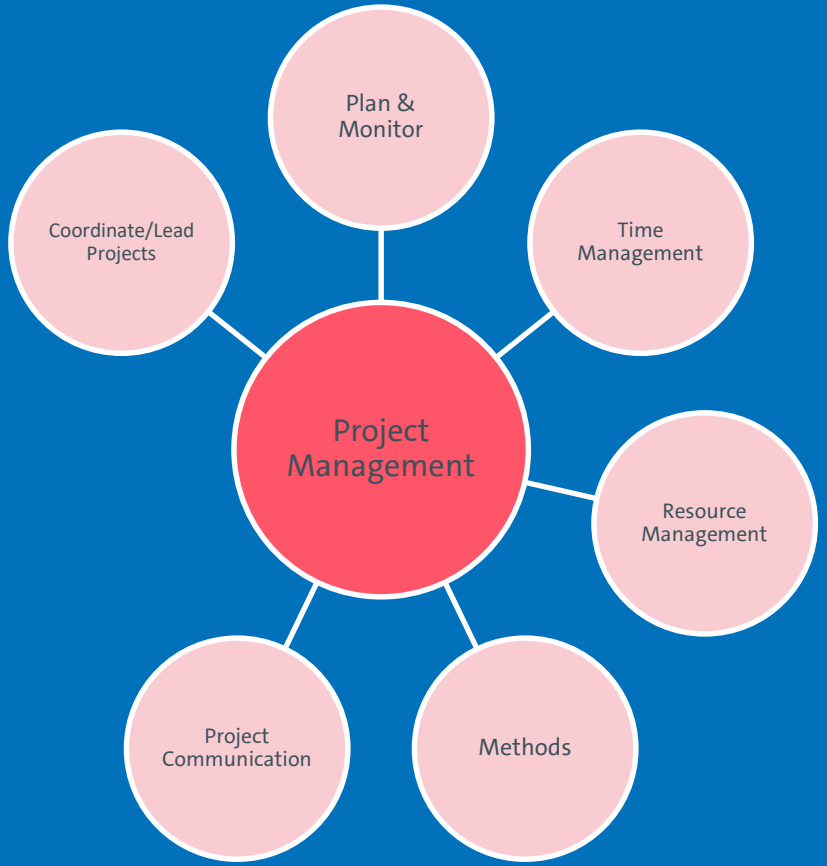
Leading &
Be Led
Conflict
Management
Strategic
Thinking
Leadership
Steering
Team
Processes
Strategic
Acting

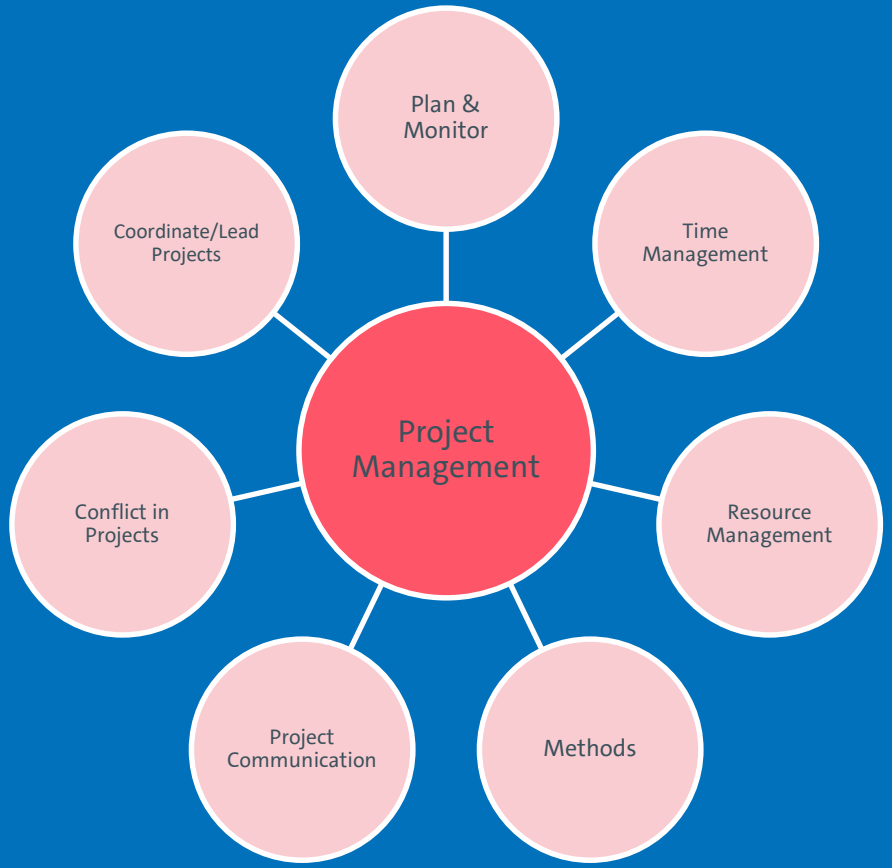
Project Management


Plan &
Monitor
Coordinate/Lead
Projects
Project
Management

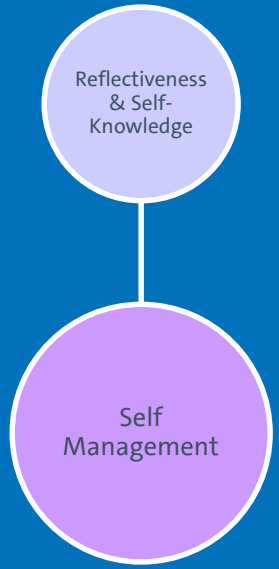

Plan &
Monitor
Coordinate/Lead
Projects
Time
Management
Project
Management
Resource
Management


Plan &
Monitor
Coordinate/Lead
Projects
Time
Management
Project
Management
Resource
Management
Methods


Plan &
Monitor
Coordinate/Lead
Projects
Time
Management
Project
Management
Resource
Management
Project
Communication
Methods


Plan &
Monitor
Coordinate/Lead
Projects
Time
Management
Project
Management
Conflict in
Projects
Resource
Management
Project
Communication
Methods

Self Management


Reflectiveness & Self-Knowledge
Self Management

Reflectiveness & Self-Knowledge
Resource Management & Self-Care
Self Management

Reflectiveness & Self-Knowledge
Resource Management & Self-Care
Self Management
Motivation

Reflectiveness & Self-Knowledge
Resource Management & Self-Care
Self Management
Motivation
Criticism & Resistance

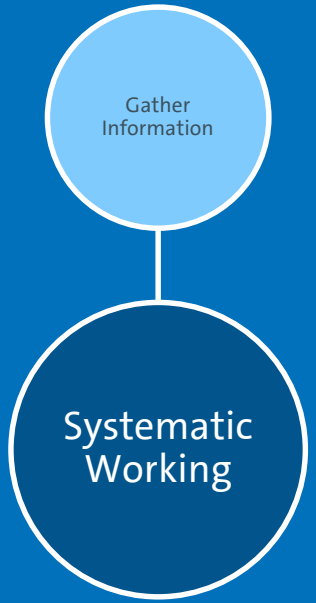
Reflectiveness & Self-Knowledge
Resource Management & Self-Care
Self Management
Motivation
Criticism & Resistance
Responsibility

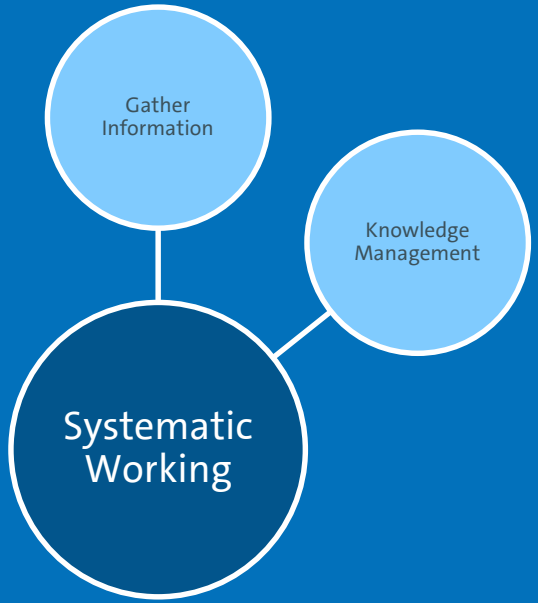
Reflectiveness & Self-Knowledge
Resource Management & Self-Care
Self Management
Motivation
Decision-Making Ability
Criticism & Resistance
Responsibility

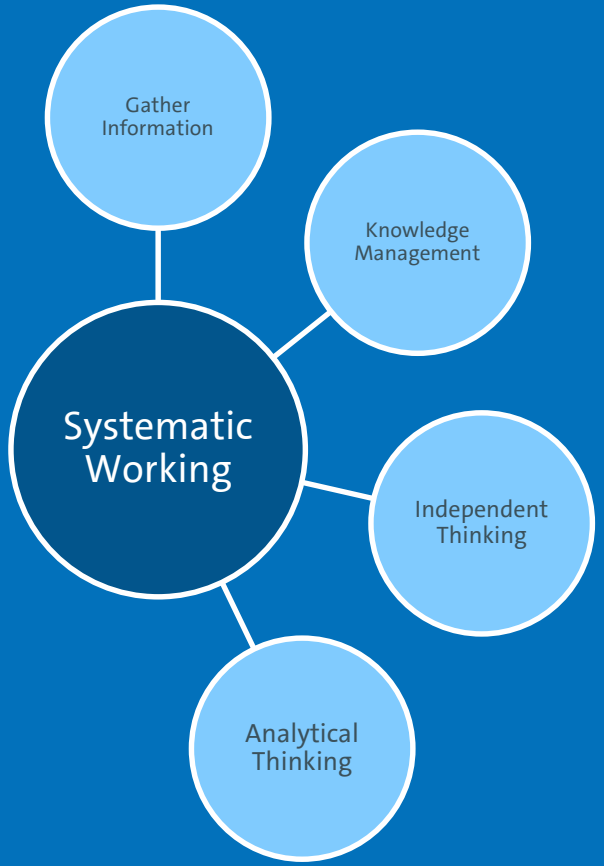
Reflectiveness & Self-Knowledge
Resource Management & Self-Care
Flexibility
Self Management
Motivation
Decision-Making Ability
Criticism & Resistance
Responsibility

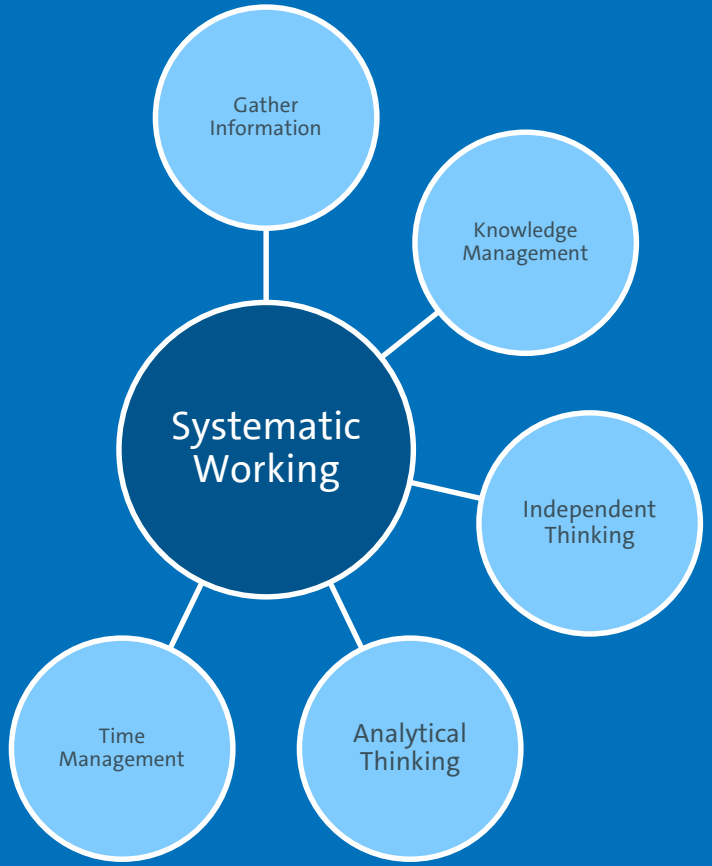
Reflectiveness & Self-Knowledge
Resource Management & Self-Care
Motivation
Criticism & Resistance
Responsibility
Decision-Making Ability
Flexibility
Self-Marketing & Networking
Self Management

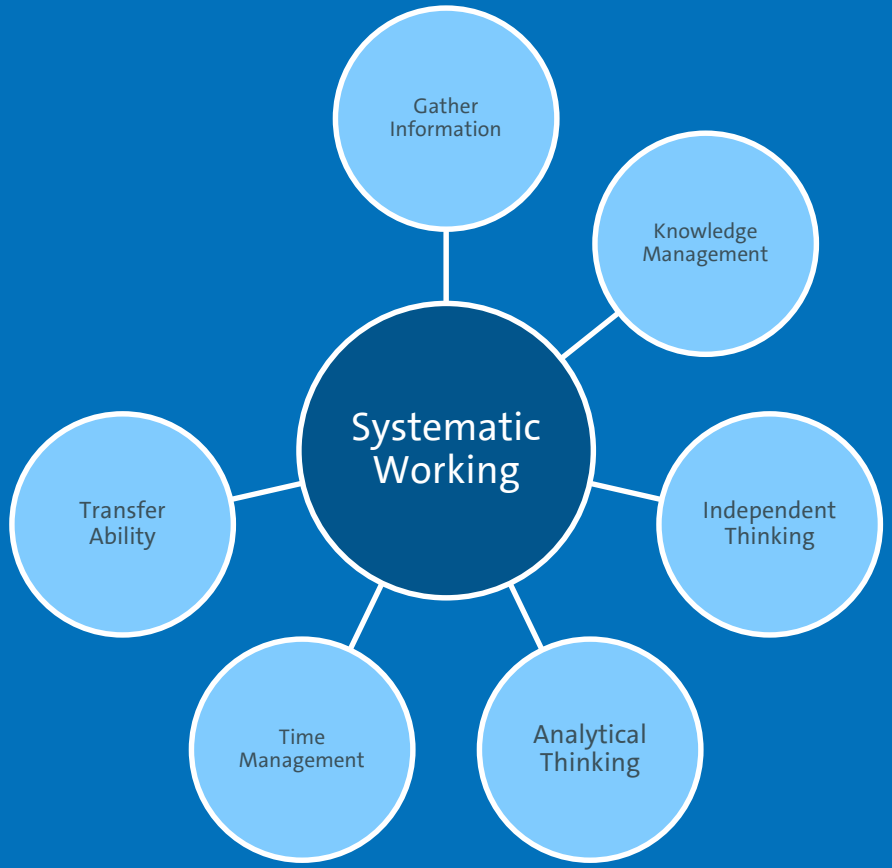
Systematic Working

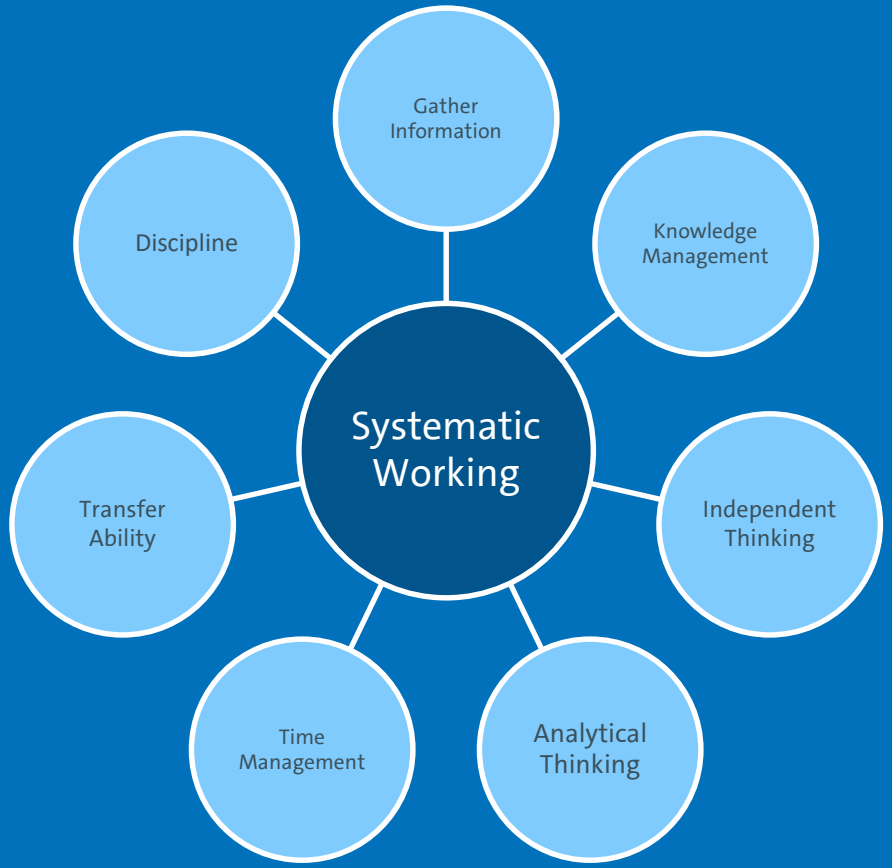

Gather Information
Systematic Working


Gather Information
Knowledge Management
Systematic Working


Gather Information
Knowledge Management
Systematic Working
Independent Thinking
Analytical Thinking


Gather Information
Knowledge Management
Systematic Working
Independent Thinking
Time Management
Analytical Thinking


Gather Information
Knowledge Management
Systematic Working
Transfer Ability
Independent Thinking
Time Management
Analytical Thinking


Gather Information
Discipline
Knowledge Management
Systematic Working
Transfer Ability
Independent Thinking
Time Management
Analytical Thinking

Vidiots

sky cinema

Offers at Universität Hamburg

- Hamburg Research Academy

Offers at Universität Hamburg

- Hamburg Research Academy
  - Systemic knowledge

Offers at Universität Hamburg

- Hamburg Research Academy
  - Systemic knowledge
  - Science communication

Offers at Universität Hamburg

- Hamburg Research Academy
  - Systemic knowledge
  - Science communication
  - Skills e.g. scientific writing, presentation training

Offers at Universität Hamburg

- Hamburg Research Academy
  - Systemic knowledge
  - Science communication
  - Skills e.g. scientific writing, presentation training
  - Information events

Offers at Universität Hamburg

- Hamburg Research Academy
- Human Resources Development

Offers at Universität Hamburg

- Hamburg Research Academy
- Human Resources Development
  - Career development

Offers at Universität Hamburg

- Hamburg Research Academy
- Human Resources Development
  - Career development
  - Individual career coaching

Offers at Universität Hamburg

- Hamburg Research Academy
- Human Resources Development
  - Career development
  - Individual career coaching
  - Skills e.g. communication, leadership, research management

Offers at Universität Hamburg

- Hamburg Research Academy
- Human Resources Development
  - Career development
  - Individual career coaching
  - Skills e.g. communication, leadership, research management
  - Application training

Offers at Universität Hamburg

- Hamburg Research Academy
- Human Resources Development
- MINGS

Offers at Universität Hamburg

- Hamburg Research Academy
- Human Resources Development
- MINGS
- Own disciplinary graduate schools

Meike Ruhnau (M.Sc.) – HR Development, Universität Hamburg, meike.ruhnau@uni-hamburg.de