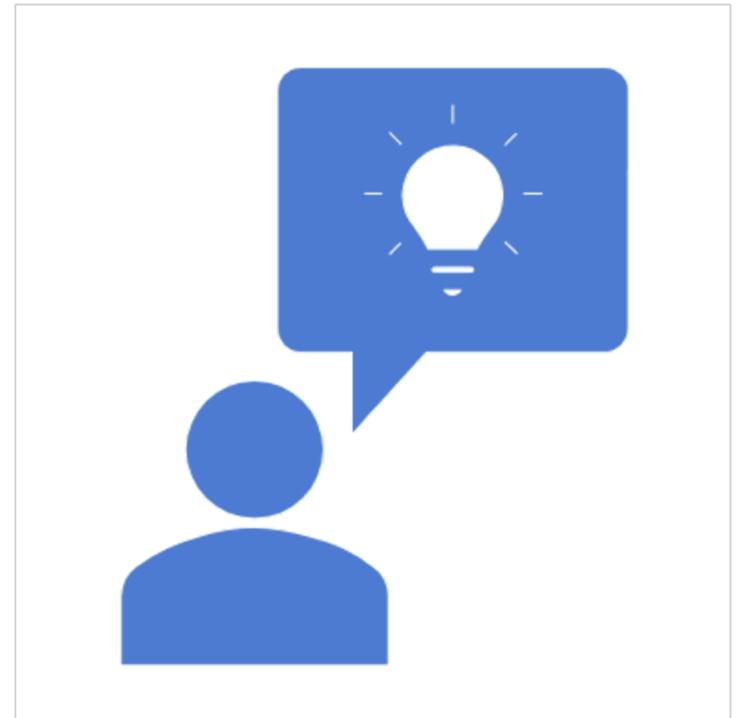


Daniel Martin, Ph.D.

Power Skills: The Compassion Skills Training and beyond





What if -

Grades really didn't measure anything and degrees were not indicators of competence?

You could take courses to measurably increase your leadership, teamwork, service orientation, conflict resolution skills and emotional intelligence? All without faculty

You could take courses to measurably lower stress, anxiety, depression, psychopathy, and racist and sexist attitudes?

What if this data could be used for university accreditation? Marketing? Student Health outcomes research? Faculty research?



“Soft Skills”

the World Economic Forum reports on required future skills for employees:

- “Overall, social skills – such as persuasion, emotional intelligence and teaching others – will be in higher demand across industries than narrow technical skills – such as programming or equipment operation and control. In essence, technical skills will need to be supplemented with strong social and collaboration skills.”
- Google reported that an internal study of team performance highlighted the importance of strong soft skills over having top scientists on the teams.
- Mark Cuban recently shared his prediction that soon, a degree in philosophy will be worth more than a programming degree.

Clearly, soft skills are in demand, and three critical competencies or “Power Skills” can be considered essential for:

- Superior interpersonal skills,
- Ability to see the big picture, and
- Talent in collaboration.



Soft Skills or Power Skills

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Further from the Google study: Predictors of performance

- Good communication
- Insights about others
- Empathetic leadership

Well, we've known how important soft skills are, this is why there are classes dedicated to them from General Education to the Undergraduate level.

It's also why psychologists have been measuring them as competencies for Human Resources selection for a long time...

You must feel bad – Lets work on it!

Describe a situation in your life where you have asked and received forgiveness from someone. What did it feel like to be forgiven?

How did this person and the experience of being forgiven model the characteristics (of being of a compassionate, evolved person)?? in other words what have you learned from their example of forgiveness?

How might you cultivate and represent some of these inspiring qualities and actions in yourself? How might these inspiring qualities show up in your daily behaviors?

Forgiveness: “the peace you learn to feel when you let go of unresolved grievances.”

This is a trainable skill – for you and no one else. From The Brightsity/Stanford Forgiveness Project

Social Capital and Inequality

- **Social Capital and Inequality**

- It is unmistakable that social capital is important in work and academic environments. Unfortunately, the existence of cliques with strong in-group social ties can sometimes contribute negatively to imbalances by supporting dominant groups in maintaining their social power.
- Most organizational environments, be it a school, office, or government institution, have a high-status group, or "in-group" most wish they could join. In high school, maybe it was the jocks and cheerleaders. In college, it might have been the society that hosted the best parties. At work, perhaps it is the power players whom everyone knows have the bosses' ear.
- Have you been part of the in-group, or are you an outsider looking in, part of the out-group? Have you been the one rejected or are you typically the one doing the rejecting? These high-status groups are often associated not only with receiving greater respect from others or higher self-esteem, but often provide access to crucial elements of social capital that are not available outside of the group, such as information and resources, mentoring, peer support, and networking opportunities.

Social Capital and Inequality

- Since social capital is about benefiting from relationships, then access to social capital, or its lack, is a contributor to inequality through the unequal access to these elements.
- For example, high-status individuals often reach out to broader sections of their networks and contacts for job opportunities than low-status individuals, believing they have more capacity to impact their lives through harnessing the power of their network.
- The inequality is compounded by income and gender disparities: the relationship between using networks to find quality jobs is stronger for workers with high socioeconomic status than for low socioeconomic status workers; it is also stronger for men than for women. Entrepreneurial success also relies partially on the social capital available to the entrepreneurs, and consistent with the idea of in-group/out-group dynamics, the benefits are not distributed equally.

How to Change?

- Choose one of these scenarios, and share your experience and reactions to the chosen scenario with same partner:
 - Think of a time, place, person when you did help, and how did you feel?
 - Think of a time, place, person when you did NOT help, and how did you feel (or maybe still feel)?
 - Think of a time when YOU Needed help, and someone did help you. What was that situation, the person, and the outcome?
 - From Brightsity/Heroic Imagination Project