

Soft Skills: Monitoring the Training Courses Addressed to PhD Candidates of the Politecnico di Torino

Analysis conducted by Salvatore Bella, Federico Bonifazio, Laura Di Donna, Giuliana Trentacosti

Students of the Degree Course: Work's Psychology and Wellbeing in Organizations

Under the Supervision of: Lara Colombo.PhD, Associate Professor of Work and Organizational Psychology

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Knowledge Sharing Event

15th May 2018, Politecnico di Torino



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Theoretical Framework

❖ **Hard Skills:** Knowledge and skills linked to one's profession

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- ❖ **Soft Skills:** Crucial expertise that leads to:
- The **discovery** and the **analysis** of problems (diagnosing/identifying);
 - A **collaborative relationship** with the others;
 - **Innovation** (tackling);

I.e. Those behaviours that make a difference when it comes to express an efficient performance in real working contexts (Cortese, Fantini e Verano, 2015).

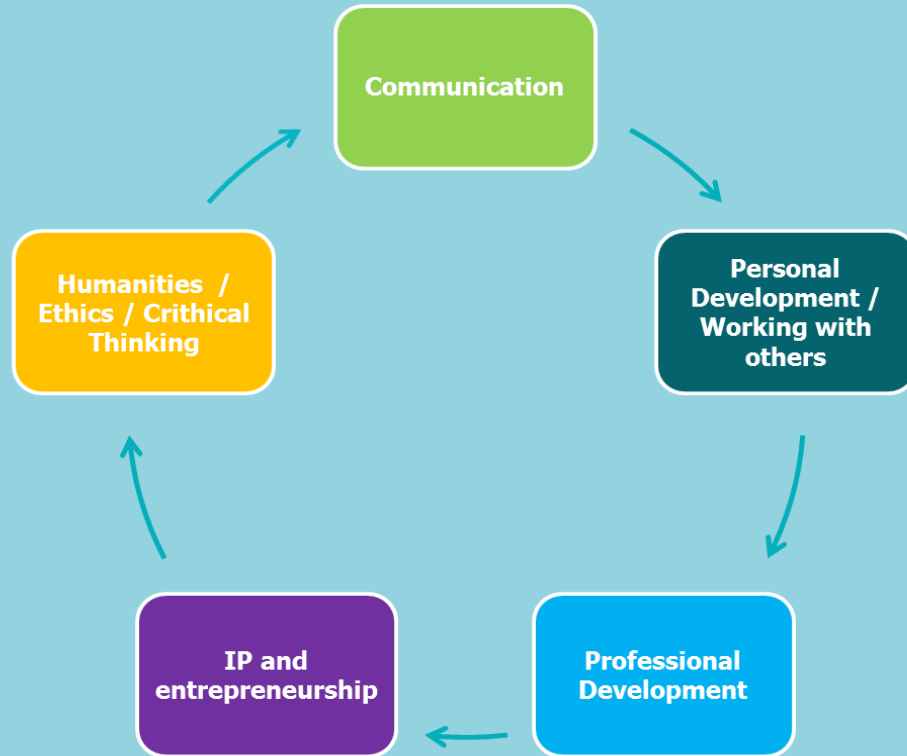


Goals:

- **Evaluation and monitoring** of the educational project on Soft Skills, offered by SCUDO.
- **Analysis of the educational needs** of the PhD candidates of Politecnico di Torino.

Soft Skills Offer of the Doctoral School

The Doctoral School has defined a soft skills framework built around 5 competence categories



- For each category, the School offers courses, either in class or online
- Course requirement for PhD candidates: at least 40 hrs

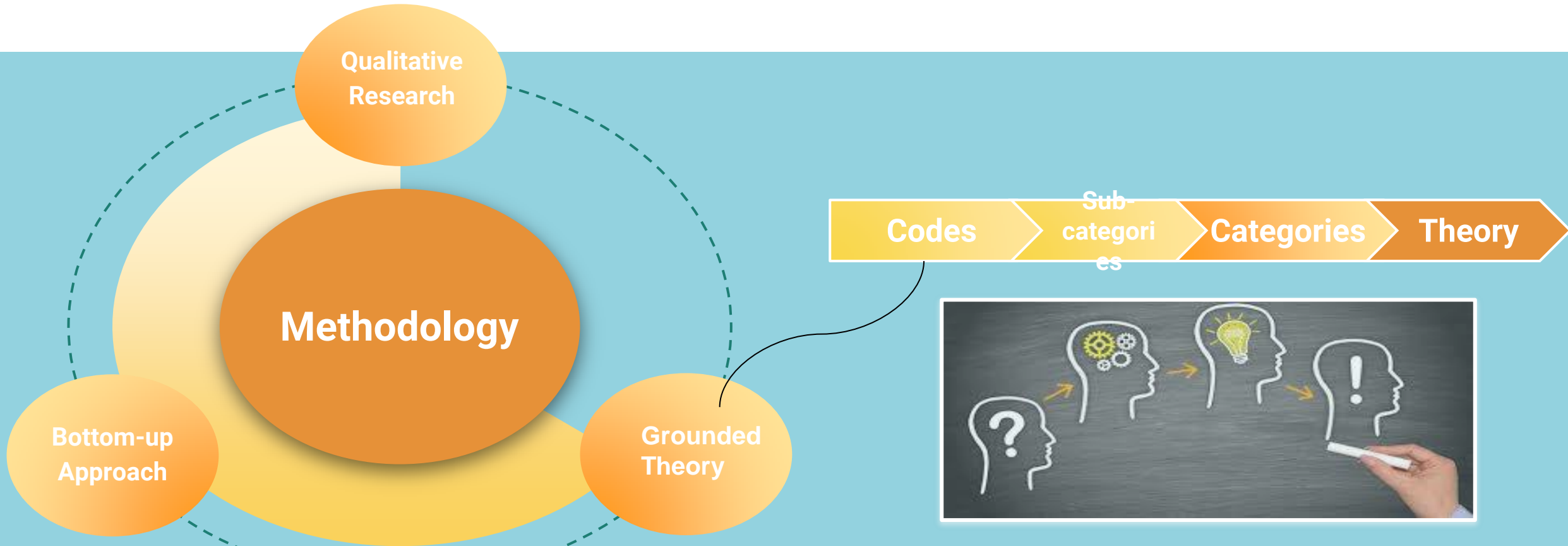


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Methodological Framework



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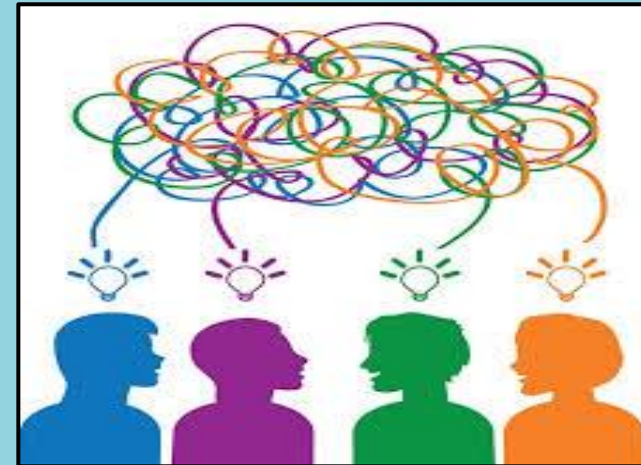
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Methods and Tools

Interviews

Focus
Groups

- Paper and Pen
- Audio Recording

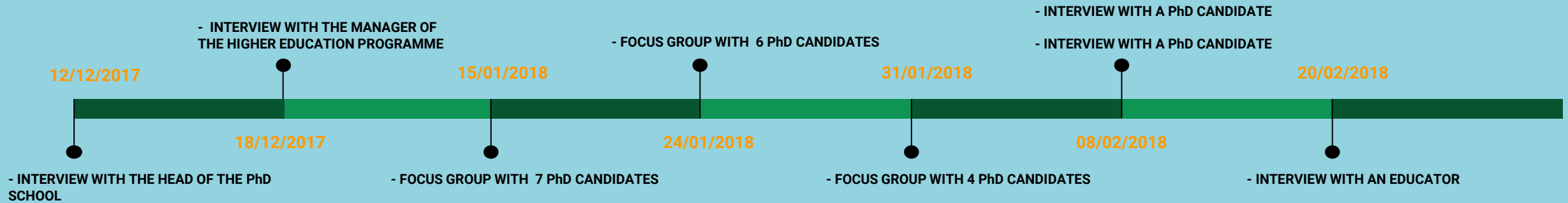


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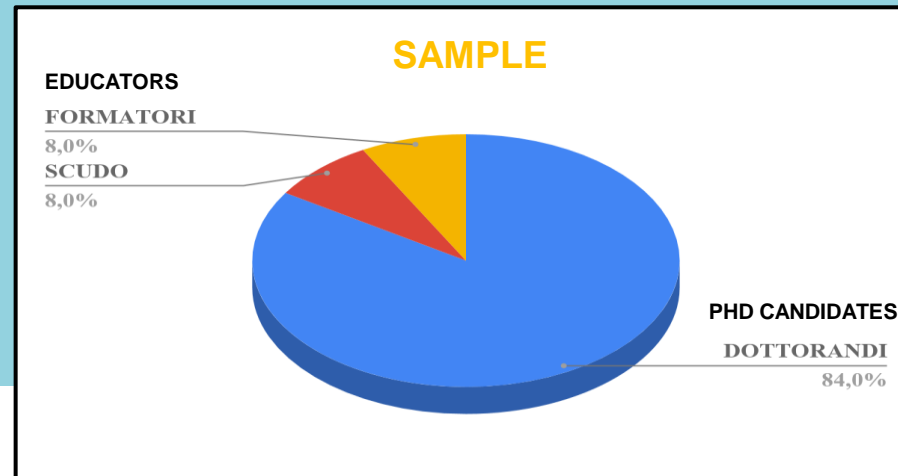


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Timing and Numbers



- INTERVIEW WITH A PhD CANDIDATE
- INTERVIEW WITH A PhD CANDIDATE
- INTERVIEW WITH AN EDUCATOR

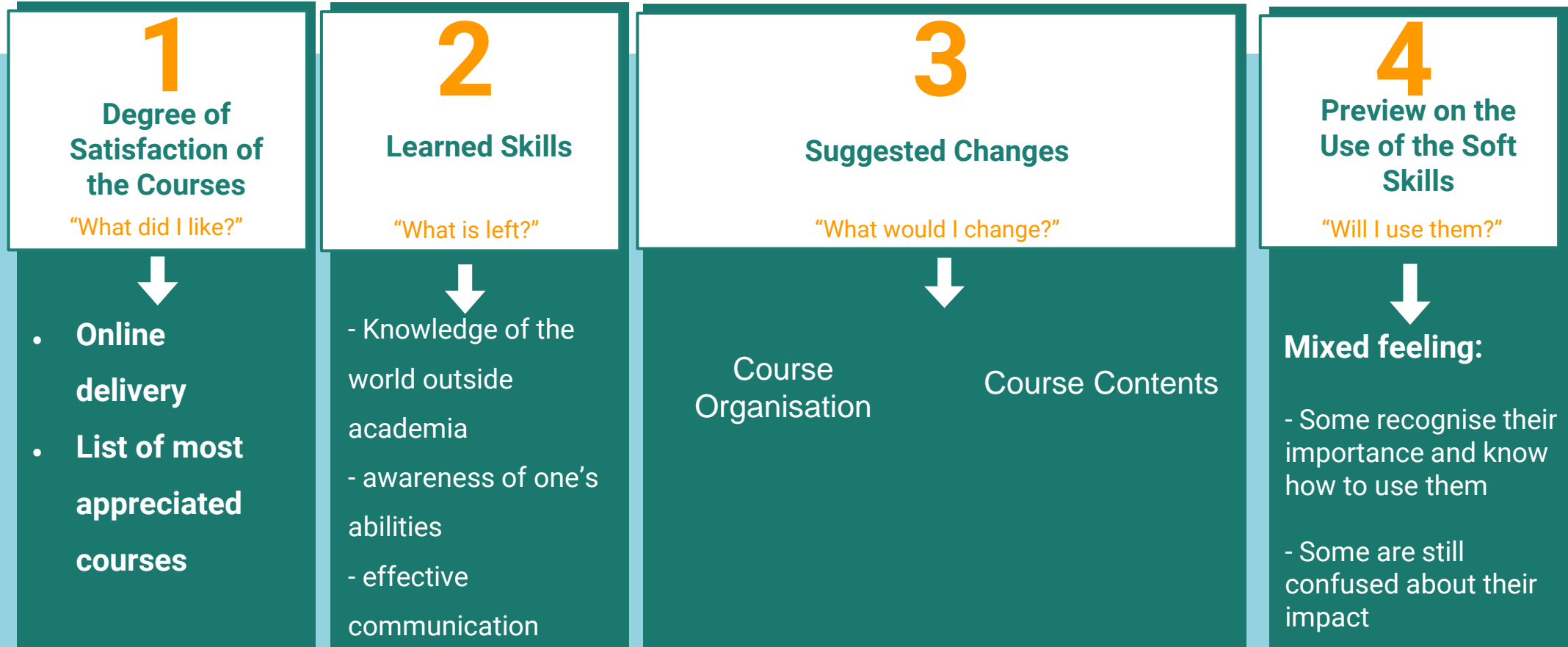


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Categories



Results

Expectations of Privileged Witnesses		Outcomes
1	Increased <i>awareness</i> and <i>open mindedness</i> on the importance of Soft Skills	X / ✓
2	Promoting <i>Employability</i>	X / ✓
3	<i>Flexibility</i> and <i>availability</i> of MOC	✓



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