# Skill spotting in pairs/small groups

**Instructions**

**Person one is ‘the speaker’** and needs to pick a research output or research “thing” they want to talk about to have person two (‘the listener’) identify or spot the skills they’ve used.

**Person two is ‘the listener’** and will carefully listen to what Person one describes and try to unpack all of the skills involved in achieving this.

Prompt questions if you think Person one ‘the speaker’ may be glossing over some of their skills;

* Tell me more about that?
* Did everything go as expected? Did everything go to plan?
* What did that entail?
* Who did that involve? What did that involve?

**If you’re in small groups rather than pairs** the other people can keep time, moderate if ‘the listener’ asks too many questions or help ‘the listener’ in skill spotting.

**Time**: Person one ‘the speaker’ talks for 4 minutes, with Person two ‘the listener’ spotting skills. There is 1 minute for Person two to go through the skills they identified (and any constructive feedback) for Person one.

Person one and two swap roles and repeat the exercise.

**Skill spotting sheet for Person 2 ‘the listener’ to use**

|  |  |  |  |
| --- | --- | --- | --- |
| Analytical thinking | Technical skill/expertise | Dependability | Attention to detail |
| Creativity/ creative thinking | Resilience | Flexibility/adaptable | Motivation |
| Self-awareness | Curiosity | Leadership | Empathy |
| Communication | Lifelong learning/ willingness to learn | Humour | Problem solving/critical thinking |
| Project/time management | Analysis/data analysis/ analytical thinking | Research presented/ communicated to non-specialist audience/public | Networking |
| Collaboration/team working | Development/ skills gap identification | Taking on responsibility/ independence | Entrepreneurship |

(some skills mostly picked from <https://eurodoc.net/news/2018/press-release-eurodoc-report-on-transferable-skills-and-competences> and <https://www.weforum.org/agenda/2023/05/future-of-jobs-2023-skills/>)

Any other comments or skills spotted?

Any constructive feedback? (Perhaps you noticed things like did ‘the speaker’ use any phrases repeatedly glossing over or underselling their skills?)