



MASTER IN ENTREPRENEURSHIP
INNOVATION MANAGEMENT
IN COLLABORATION WITH **MIT SLOAN**

IN COLLABORATION WITH

MIT MANAGEMENT
SLOAN SCHOOL



UNIVERSITÀ DEGLI STUDI DI NAPOLI
PARTHENOPE

MASTER MEIM 2022

Soft skills / Career skills

Luca Fusco, Ph.D

Tutor Master MEIM, Clinical and Career Psychologist

MEIM

Modules:

BUSINESS

- **Big Data and Knowledge Management**
- **Business Design**
- **Entrepreneurship**
- **Finance and Organization**
- **Innovation Relationship and Network (MIT)**
- **Marketing**
- **Soft Skills**
- **Strategy**
- **Technology and IP Management**

COMPUTER SCIENCE

- **Artificial Intelligence**
- **Digital Strategies**
- **Digital Tech**

ENGINEERING

- **Automation and Robotics**
- **Green Management**
- **Operations**
- **Project Management**

MEIM STAFF

Luca Fusco

Educational Tutor

- Soft Skills Training
- Career and Life Design
Counseling
- Support your experience

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Andrea Parlato

Organization

- Calendar
- Documents
- Program and Activities

andrea.parlato@collaboratore.uniparthenope.it



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TIME TO KNOW YOU

Luca Fusco

PSYCHOLOGIST

luca.fusco@assegnista.uniparthenope.it

- 1) Career guidance
- 2) Research in
psychology
- 3) Clinical psychology

2018-2022: PhD in
«Mind, Gender and language»

2020-: freelance career
counselor and clinical
psychologist





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Questionnaire

<https://forms.gle/qyJFdfu1TbUTdjAXA>



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Expectations?

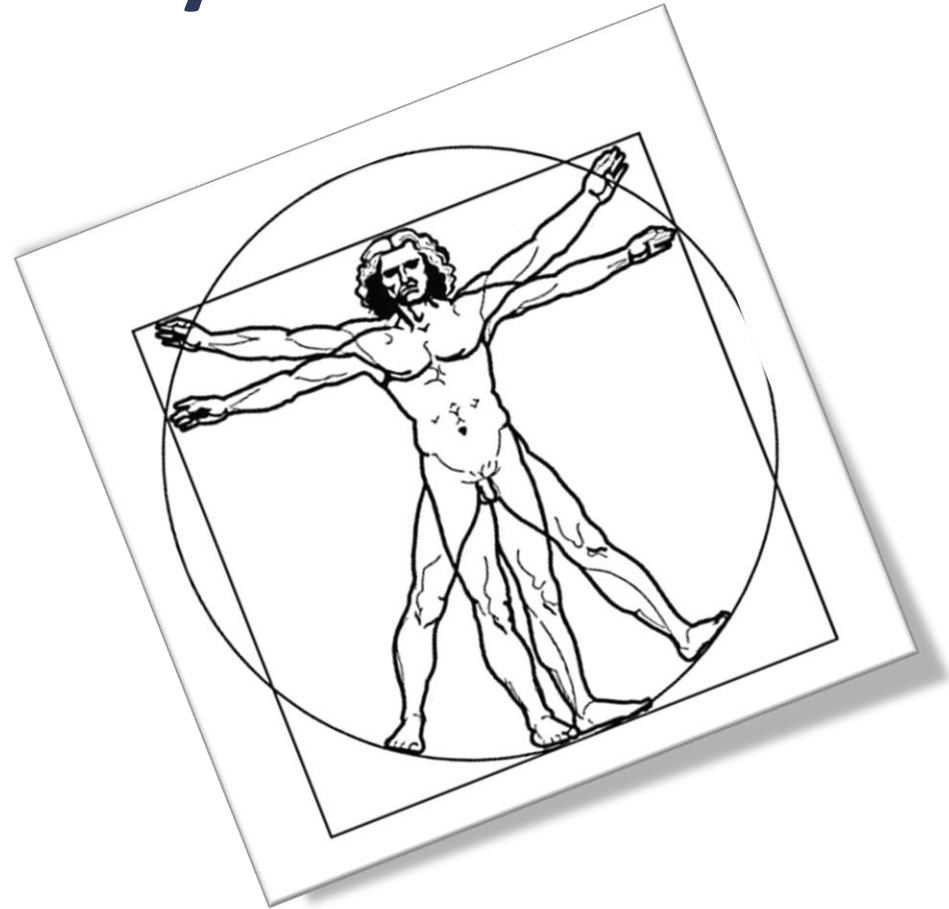
DEFINING SOFT SKILLS



DEFINING SOFT SKILLS

“non-technical skills that impact interpersonal interactions, how people respond to their environment, and their overall performance at work.”

Beyond soft skills?



Soft Skills program

- Self and Identity
- Career Skills
- Team Working
- Temporality and Time Management
- Emotions and Personality in the workplace
- Communication
- Cross-Cultural Communication
- Mindfulness and Stress Management
- Public Speaking
- Writing Methodologies



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What else about soft skills?



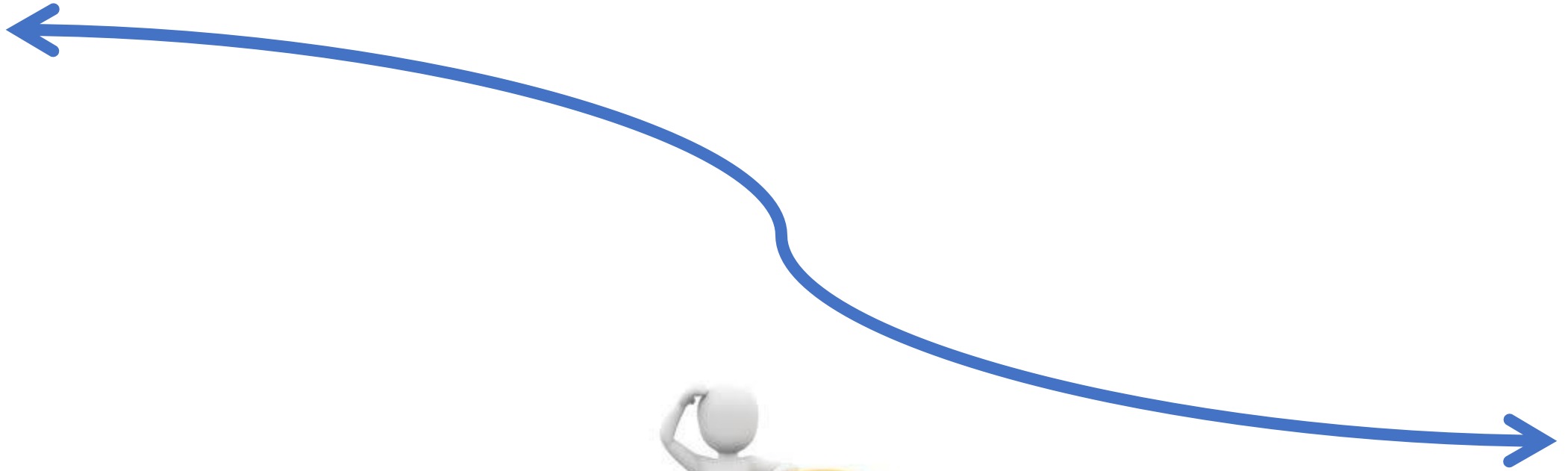
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Pt.2

Career skills



What is a career?

Career development

“Career development is the process of choosing a career, improving your skills, and advancing along a career path.”



Career development

“It's a lifelong process of learning and decision-making that brings you closer to your ideal job, skillset, and lifestyle...”

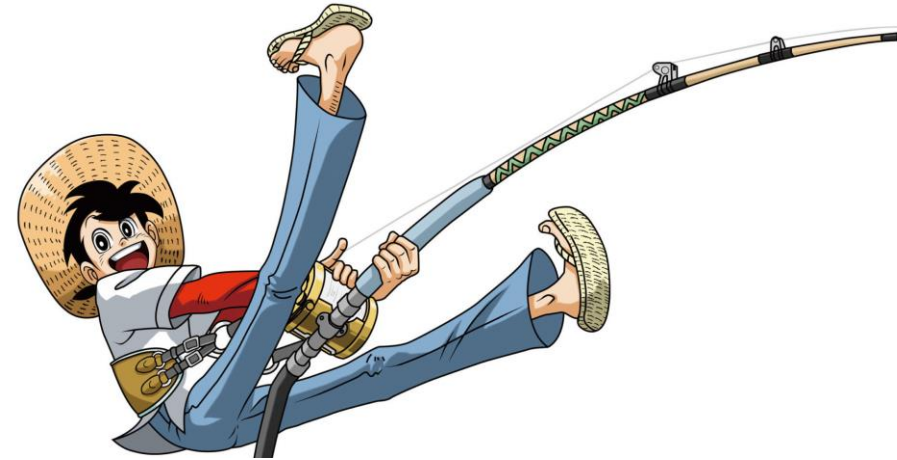








A bit of history...



TRADITIONAL CAREERS





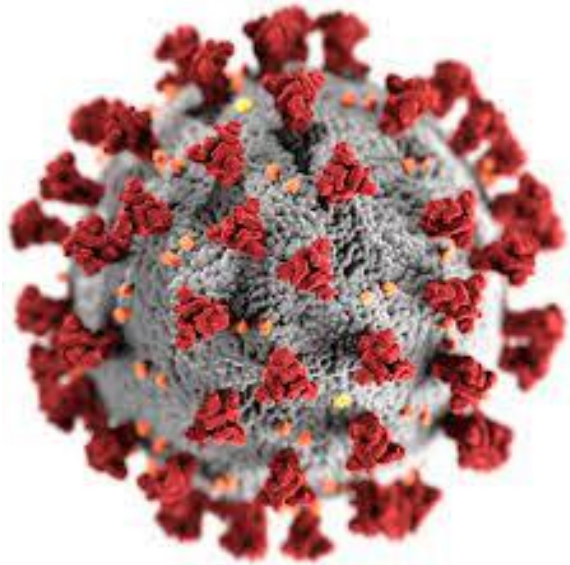
MODERN CAREERS



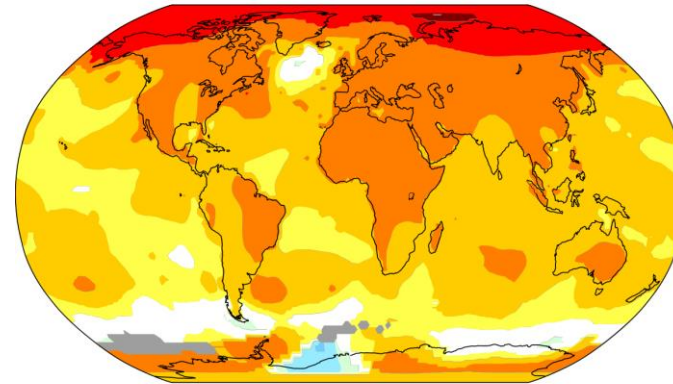
POST-MODERN CAREERS



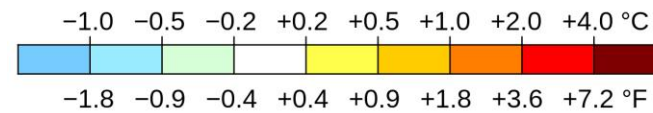
What now?



Temperature change in the last 50 years



2011–2021 average vs 1956–1976 baseline



New career phenomena

NEET

Quiet Quitting

Big
Resignation

Grandi dimissioni: tra 2020 e 2021 in Italia incremento del 80%

Postato da: Redazione il: Febbraio 08, 2022 In: slider, TREND METER

Stampa Err

Le Tout Lyon

Le spectre de la « grande démission » plane-t-il sur l'Hexagone ?

Décryptage avec Luc Mertzweiller, directeur R&D d'Erigo, cofondateur de la démarche #jenesuispasuncv et spécialiste de l'analyse du travail. Le...
2 settimane fa



Boom di dimissioni volontarie. Gli esperti: “Riguarda i giovani e gli impiegati del Nord Italia”



di Vito de Ceglia

Opinion **The FT View** + Add to myFT

The great resignation is not going away

Tight US labour market and changing worker attitudes will challenge employers

THE EDITORIAL BOARD + Add to myFT

Il 31% dei dipendenti lascerà il lavoro causa Covid secondo il sondaggio di Elmo Software

Australia, pioggia di dimissioni

Quiet quitting is an informal term for the practice of reducing the amount of effort one devotes to one's job, such as by stopping the completion of any tasks not explicitly stated in the job description. The term implies that this is done secretly or without notifying one's boss or manager.

CAUSES?



Definitions of Identity

«A fundamental organizing principle
which develops constantly throughout
the life span»

[Erik Erikson, 1968]



Definitions of Identity

«A feeling of sameness and continuity
that accompanies the person in
her/his life experiences»

When someone tells you "tell me about yourself" and you're trying to remember who tf you are



3 ways for representing your identity:

1) Narrative Identity

2) Identity processes

3) The Self System

Narrative Identity

«The Self as a story»



Main identity processes

- 1) Exploration
- 2) Commitment
- 3) Reconsideration



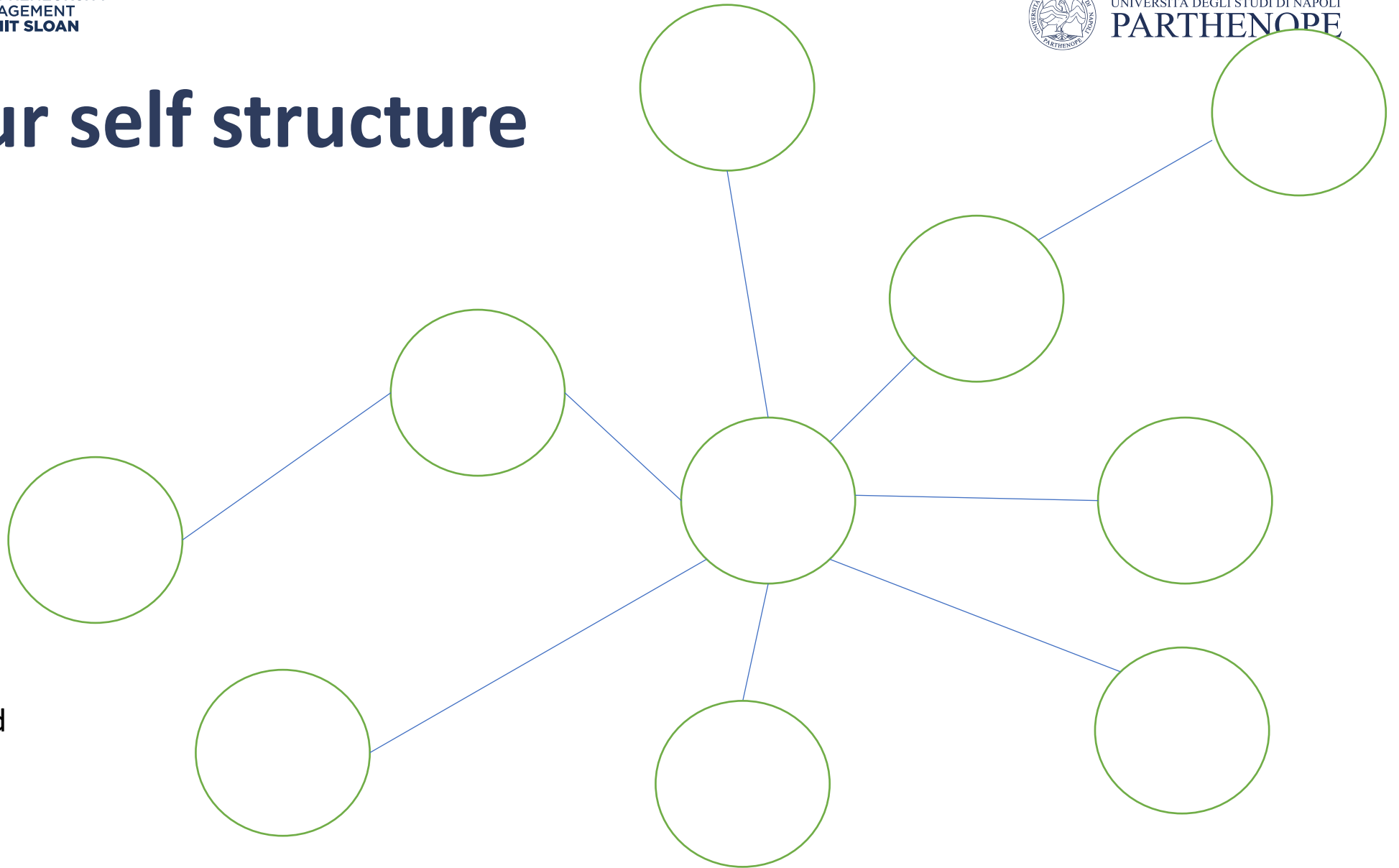
The self system



- 1) Present representations
(core or peripheric)
- 2) Self-judgements
- 3) Domains of self (social
identity, ethnic identity,
occupational identity)
- 4) Temporal dimensions
(past representations of
self, possible selves)

Build your self structure

- Choose the elements (things you are, things you do, things you will do and things you want to do) that most describe yourself
- Place them in your self structure (remember that central positions are occupied by core elements, essential qualities of yourself and side positions are occupied by more accessory elements)



Possible selves (Markus & Nurius, 1986)

Possible selves are hypothetical representations of oneself in different domains. They have an emotional value (at different levels).

They can be described as “hoped” or “feared”.

Possible selves play an influence on our present life by:

- a) Being used as a parameter to judge our current actions and events that occur to us
- b) Motivating our current behaviors

Possible self-maps

HOW CAN YOU GET TO YOUR DESIRED SELVES?

STEP:

- 1) Think about 3 to 5 desired elements you'd like to have in your future. They can be of any kind.
- 2) Think about 3 to 5 feared elements you wouldn't like to have in your future

Possible self-maps

You can use any graphic or written tool to create your map (photos, pictures, etc.)

HOW CAN YOU GET TO YOUR DESIRED SELVES?

- 3) Create your possible self map. It can have any form you prefer. It must contain:
 - a) Your possible selves
 - b) Your feared selves
 - c) Obstacles you will find on the road
 - d) Resources you will use and ways through which you will get to your possible selves

