The Three C's

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Ourselves

- Gina M. Klopfleisch (Gina/Igin)

  - 2002 – 2003 UGM Ak.
  - 2003 – 2009 USD IT
  - 2010 – 2016 JOY Worker
  - 2016 – 2018 Binus Corporate Learning & Dev
  - 2018 -   JOY Worker

- Prestiwani Nugraheni (Presti)

  - 2008-2015 Psychology USD
  - 2015 –   JOY Worker

Learning Objectives

- To acknowledge one's characters and its psychology tools
- To acknowledge one competency and its psychology tools
- To acknowledge how to communicate through recruitment interview or Focus Group Discusion

Sort of Game

Coba berurut di dalam kelompok berdasarkan interest dengan pekerjaan yang akan diambil :

1. Banking, Non-Banking
2. Sesuai jurusan, beda jurusan
3. Punya perusahaan sendiri, kerja di perusahaan

Try Out

- Graphics

Regardless of the company structure, the minimum selection tools should include an application and interview.
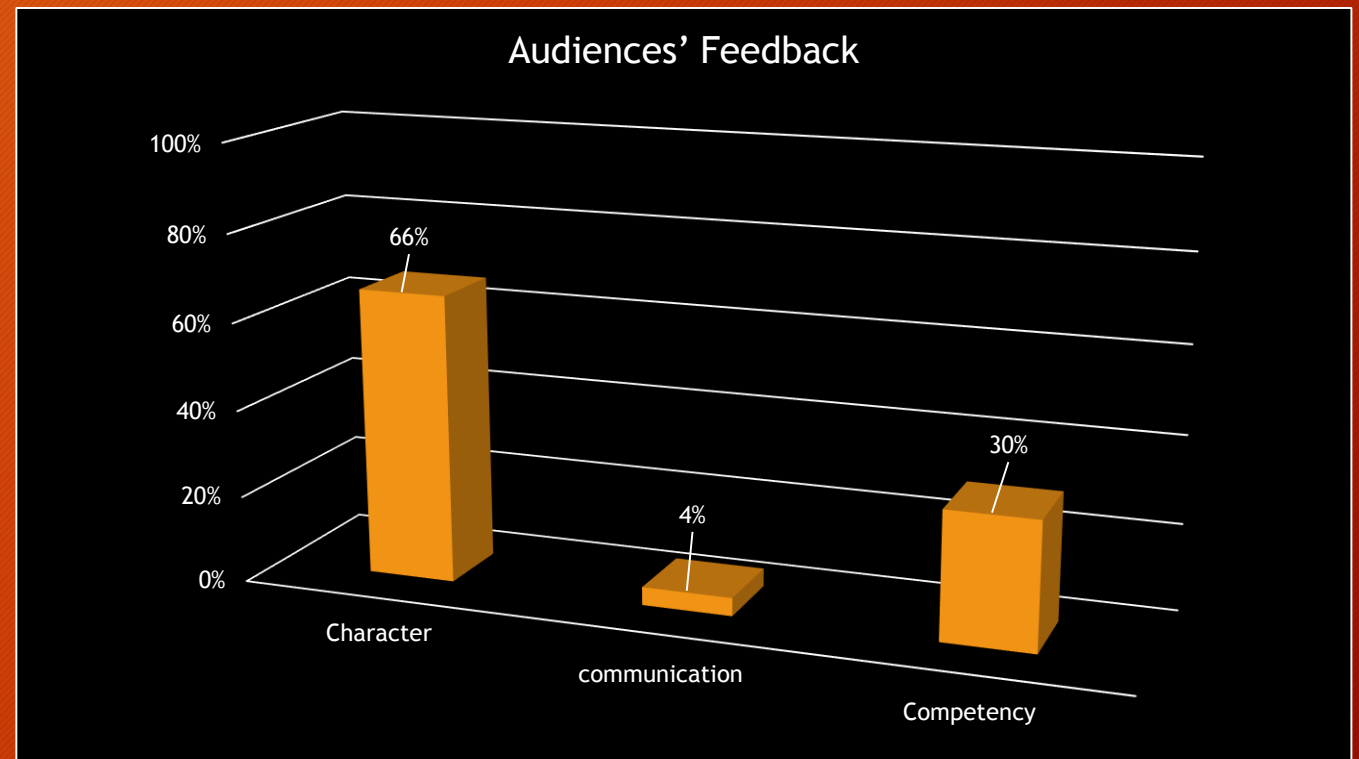
- Screening
- Telephone/Skype Interview
- Hiring Manager/ User Interview
- Background Check/ HR Interview → BEI & Competency Profiling
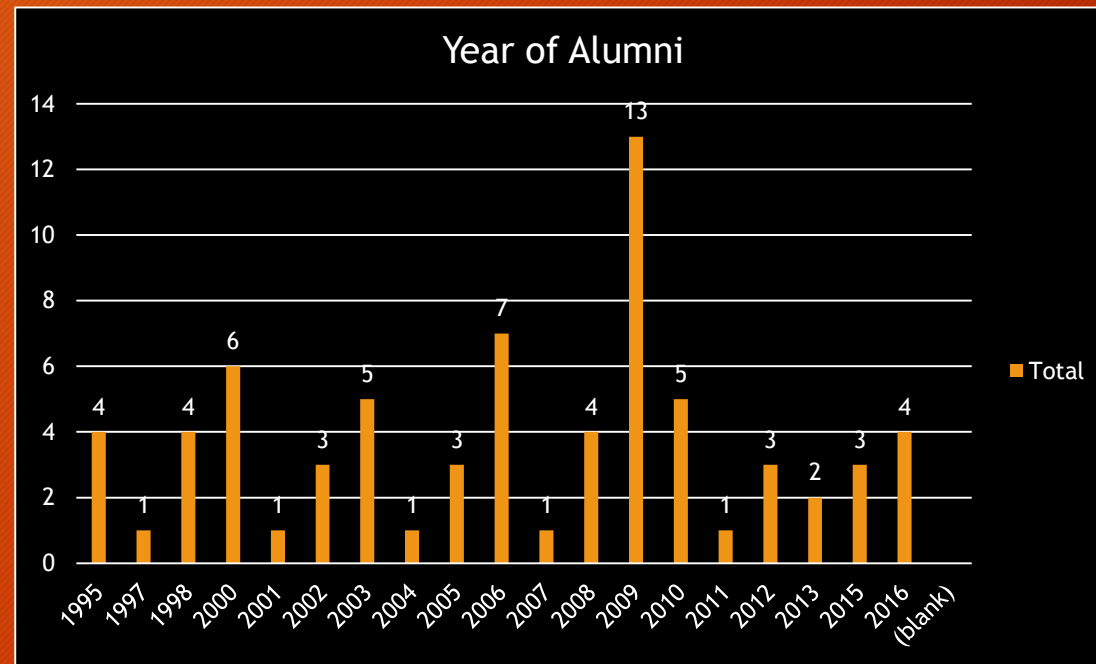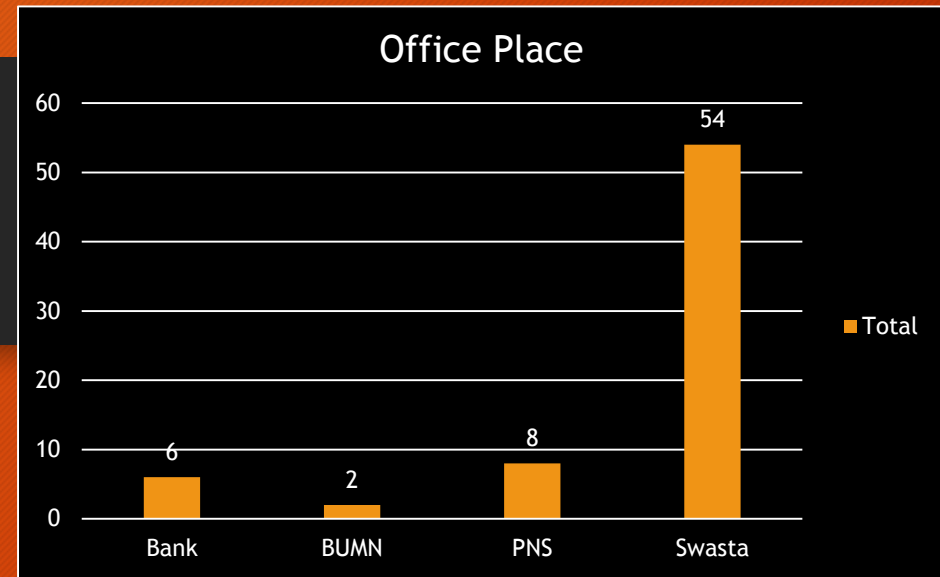- Drug Testing

Survey

Character

Research →
 2 of 3 would say that Character is first thing they seek from subordinate.

Audiences' Feedback

100%			
80%	66%		
60%			
40%			30%
20%		4%	
0%			
	Character	communication	Competency
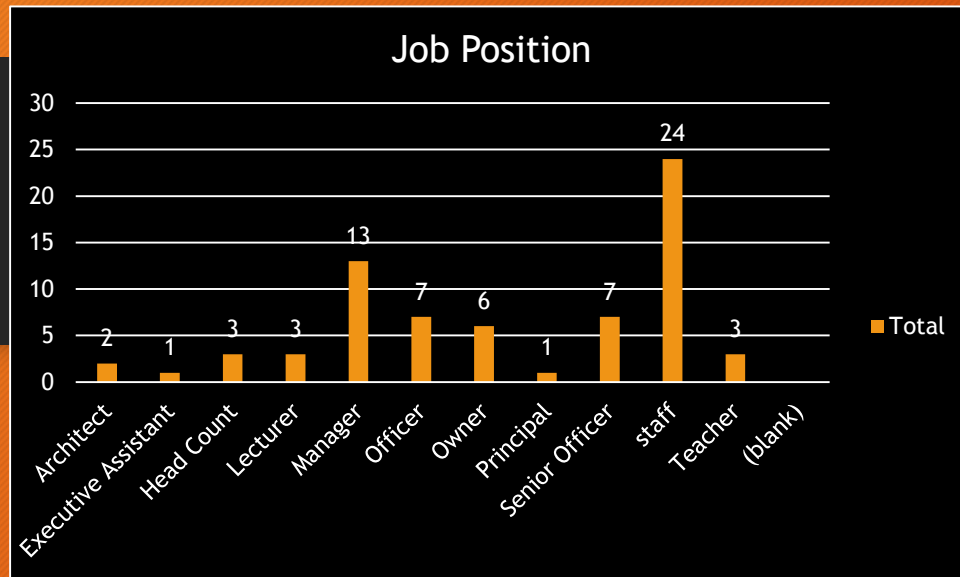
Character

[noun]

the particular combination of qualities in a person or place that makes them different from others

Synonim : Personality

What is Your Character

The stronger **your character**, **the** more attractive you are as a potential candidate.**Your character** is **the** sum of all **the** qualities that make you who you are : **your** values, **your** thoughts, **your** words, **your** actions.

How Strong is Your Character?

- Assertive/A Leader
- Diligent
- Motivated
- Caring/Compassionate
- Disciplined
- Observant
- Communicative
- Enthusiastic
- Optimistic
- Community
- Focused

- Fair/Impartial
- Patient
- Confident
- Focused
- Resourceful
- Cooperative/A Team Player
- Generous
- Respectful
- Courageous
- Honest

- Responsible
- Courteous/Polite
- Humble
- Sincere
- Creative
- Kind/Considerate
- Tolerant
- Dependable/Reliable
- Loyal
- Trustworthy

Source : http://www.educationplanner.org/students/self-assessments/character.shtml

Graphic Test (Draw A Person)

Wartegg Completion Drawing Test
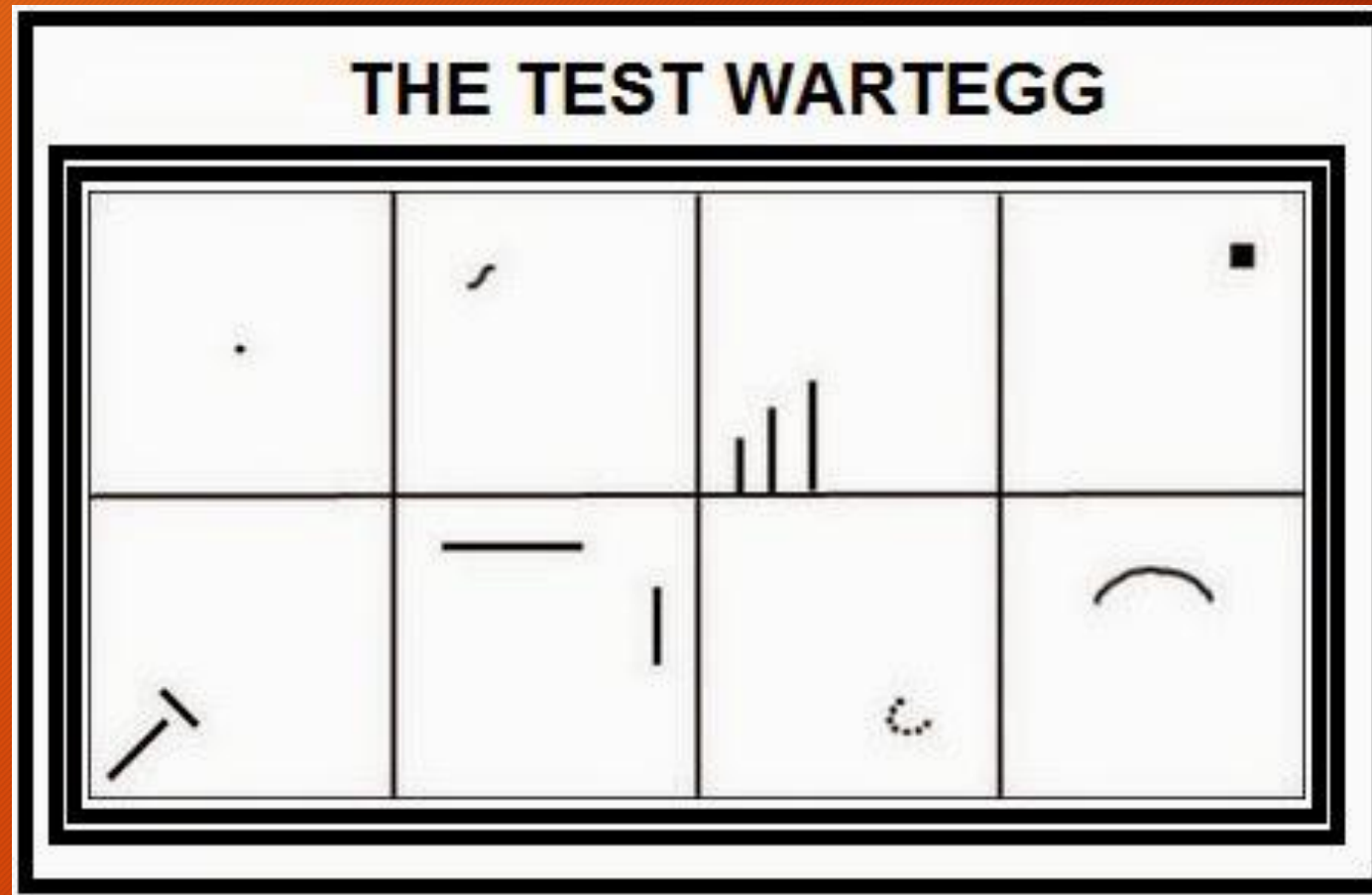
Wartegg Completion Drawing Test

Melengkapi Gambar

Aspek yg diukur:

1. Emosi (Ekstrovert/Introvert)
2. Imagination where a distinction is made between **combining** and **creative** imagination.
3. Intellect, with respect to which there is a distinction between **practical** and **speculative** intelligence.
4. Activity, which includes **dynamic** and **controlled** activity.

Kraeplin, Pauli Test

Tips for The Psychology Tools

- Graphic
  - Usia dan jenis kelamin harus sama dengan riil
  - Usahan menggambar figure yang sedang melakukan aktifitas
  - Lokasi gambar di tengah/agak ke kanan tapi jangan terlalu besar
  - Tiga sifat yang ditulis adalah 3 sifat positif yang berhubungan dengan pekerjaan yang dituju
  - Menggambarlah dengan tekanan yang sama/konsisten.
  - Menggambarlah lengkap dan dengan proporsi yang tepat sama.
  - Hindari terlalu sering menghapus.
  - Hindari gambar kaki yang terpentang karena artinya menentang kekuasaan.
  - Hindari menggambar kuku karena artinya agresif (secara motoric)
  - Hindari menggambar tangan di dalam saku karena artinya ga bisa dipercaya.
  - Jika cowok, hindari menonjolkan rambut (kecuali kumis/janggut), hindari mulut dan mata yg terlalu besar atau sebaliknya hanya segaris.
  - Jika cewek, hindari menggambar perhiasan

Tips for The Psychology Tools

- Wartegg
  - Sebaiknya menggambar penuh di dalam kotak
  - Hindari urutan terlalu acak atau terlalu urut
    - Untuk cewek kerjakan : 5,6,7,8,4,3,2,1
    - Untuk cowok hindari mulai dari kotak no.5, saran : 4,3,2,1,5,6,7,8
  - Hindari menggambar dua dimensi atau terlalu sederhana
  - Kotak 3,4,5,6 bisa berupa gambar benda mati
  - Kotak 1,2,7,8 berupa benda hidup

Tips for The Psychology Tools

- Pauli/Kraeplin
  - Hindari melakukan/menghitung dengan terburu-buru
  - Ikuti nafas ketika menghitung supaya hasil konsisten dan lebih teliti

Competency

A set of defined behaviors include all the related knowledge, skills, abilities, and attributes that form a person's job.

What is your Competences?

- Academic Competencies
- Non-Academic Competencies → Organizational Experiences

As a JOYer who commit and consistently living SPACEDD & JOY SPIRIT for more than 2 years, you will have :

Core Competency

- To Do Extra Miles
- Service Excellence
- Willingness to Learn

Functional Competency

- Public Speaking
- Communication
- Strategic Orientation
- Value of Integrity
- Team work
- Relationship Building
- Operation Excellence
- Management Execution & Control,
- Task Planning
- Target Evaluation
- Perseverance

Core Members & Leaders' Competencies

- Developing Others
- Commitment
- Value Diversity → Paling jelas karena lebih berragam
  - Cross Culture Sensing
- Sense of Belonging
- Delegation
- Negotiation & Influencing Others

Competency Profiling

Managing in an Environment of Change

			Integration	Strategic
Financial Acumen Demonstrates comprehensive understanding of the application of financial, accounting, and economic concepts to the budgeting and resource allocation process of the university Makes well-informed and timely financial decisions with an understanding of the consequences and impact on the organisation			Seeks financial and economic data to set performance goals aligned with the strategy of the organisation. Understands the use of resource allocation to meet strategic goals. Applies appropriate financial tools to decision making and problem-solving.	Understands both the financial challenges and opportunities for the organisation. Has an understanding of the economic forces that impact multiple university activities. Has a well-developed sense of financial issues and how they impact the strategy, organisational plans and its stakeholders.
Creativity and Innovation Meets challenges with resourcefulness, generates suggestions for improving work and develops innovative approaches and ideas The ability to act with imagination, displaying original thinking and creativity			Encourages innovation and initiative by reducing barriers to performance, and responding to, or adopting, new ideas quickly so that they have impact on the organisation. Encourages and rewards entrepreneurialism and new initiatives at all levels (especially those which promote the strategic goals). Uses creativity to adapt to changing conditions and circumstances.	Creates and sustains an environment that supports experimentation, values initiative and freedom of action, rewards risk-taking, reinforces curiosity and challenges the status quo through freedom and openness without judgement Encourages new ideas from employees, fosters a positive attitude to new ways of solving problems and provides greater opportunities for entrepreneurialism.
Risk and Opportunity Assesses and manages risks and measure impact on organisation; Takes calculated risks to enhance results; Manages in an environment of uncertainty; Indentifies and takes advantage of opportunities in new and insightful ways	.		Effectively assesses and manages risks. Balances the calculation of risks and results. Ensures systems are in place to enable innovation whilst minimising the impact of risk, without stifling creativity. Seeks, identifies, and seizes opportunities which help the university move forward with its strategic vision. Translates those opportunities into action plans.	Understand scenario planning and employ its techniques when assessing and managing risks to the organisation. Ensures the organisation and its culture is open to new opportunities which advance the university's mission and has structure in place to effectively implement those opportunities into action.

Competency Profiling

Personal Leadership

Attribute	Skills and Tools
Communication Expression of facts and ideas in a clear and concise manner using a variety of settings and styles to clearly convey ideas and information of varying complexity, taking into account the varying needs and interests of the audience.	- Verbal and written communication - Persuasion, influencing, negotiating skills - Political awareness - adapting communication for the political climate - Listening - Networking skills
Influence and Negotiation Secures the involvement and engagement of others, both within and external to the organisation Effectively manages conflict to reconcile divergent interests and objectives	- Networking - Advocacy - Taking multiple perspectives - Motivating others - Negotiating - Interpersonal communication - Presentation skills - Political awareness - Assertiveness skills - Self-awareness
Valuing Diversity Respects that individuals are different and harnesses this diversity for the achievement of organisational goals and plans Advocates and demonstrates inclusiveness of ideas and people	- Human Resource Management core skills - Understanding and applying diversity - Women and leadership - Listening

Engaging and Developing Others

Attribute	Skills and Tools
Relationship Building Builds and leverages mutually beneficial relationships and networks, both internal and external, which generate opportunities for the organisation Successfully builds and manages partnerships and alliances	- Networking - Political awareness - Leadership, trust and organisational culture - Resolving conflict - Cultural and diversity awareness - Positive personal communication
Teamwork and Negotiation Actively engages and supports teams and teamwork Gains and gives trust, support, cooperation and respect for others Focuses team building on high performance Creates synergies across units/departments	- Human Resource Management core skills - Motivating and influencing others - Teams theory and team dynamics - Communication - Managing conflict - Give and receive feedback
Develop people and mentorship Supports and facilitates the development of self and others to help each individual reach their full potential. Give and receive constructive feedback for improved personal and organisational performance	- Understanding personal development & learning (individual, team and organisation) - Coaching skills - Managing performance - Give and receive feedback - Listening & questioning - Communication skills

Source : Cambridge University (UK)

Communication

- Verbal
- Non-Verbal

Both are tested in term of Psychology through interview/FGD and its tools.

FGD is used for MT or Marketing Team, the more active the better. HR uses FGD to observe leadership skill and how candidates works in team.

Interview is used for personal task.

Technique of Recruitment

- BEI → **Behavioral Event Interviewing** (BEI) is a technique that asks the candidate to describe a situation or an experience they had in a previous job/organization.
  - What is your strength? To be sync with your psychological test result
  - What is your weakness? Avoid unchangeable constraint such your core characters. Use thing you can change/learn about such management area, etc
  - Why do you want to join their company? Make sure you have surfed on their website or have known their basic knowledge/company profile. Avoid answers that lead you to materialistic area such wage/salary

Thank you