

Confidence in Adults and Teens

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00:08

Welcome, everyone. We're glad you could come to this special webinar where we discuss confidence for adults and teens this evening. My name is Jenny Whitman and I'm the events and programs manager for the Moebius Syndrome Foundation. Tonight's guests our hosts are Tara Lewis, and Steven Maldonado. And please allow me to tell you a little bit about both of them. Tara Lewis holds a doctorate degree in education, and as a program career coach at a local community college. She has worked in higher education for 20 years in a variety of roles including academic advising, program development, teaching, career coaching, and academic administration. throughout her life, she has worked to connect others create collaborations and building positive impactful relationships. On a personal note, Tara has an adorable Calico kitty named Kelly, and she loves to read, bake and cook in her free time. Our next host is Steven Maldonado. And Stephen holds a bachelor's degree in business administration from the University of Houston and an MBA from Texas a&m University. Historically, he has worked in academic research administration as a contracts administrator slash fund manager. Steven has been a guest speaker in the Baylor College of Medicine, compassion and the art of medicine seminar series, where he shared his life experiences as an adult with Moebius syndrome. Overall, Stephen has a major life goal of spreading awareness of Moebius syndrome, and using his experiences to guide others to the challenges and triumphs of the condition. On a personal note, Stephen loves Star Trek and his newly engaged to be married. Welcome, Steven. And Tara. Before we begin, I would like everyone to know that this session is being recorded and will be available on the Moebius syndrome Foundation's website and the resource section by tomorrow morning. Please feel free to interact during this session. With us using the chat box feature. We encourage all questions and comments. At this time, I will turn this time over to Steven and Tara, and let

you take it from here.



02:13

Yeah, thanks so much, Jenny. Appreciate the intro. And oh, hi, everyone, as Jenny mentioned, I'm Steven. And alongside me virtually is Tara. Hi, Tara. Um, and so right now, I believe everyone can see the PowerPoint title slide. And you know what, let me actually do one thing, when we come back here, or make sure I'm sharing this with the audio. So let me just do that. do that real quick, because we have some audio clips. Okay, here we are. So yeah, everyone should be seeing the intro slide for the PowerPoint. And today's title is competence in adults and teens. So Tara, and I, obviously worked on this together, and we wanted to present something that had little, you know, information on really, you know, what is self confidence? What are some ways you can or some tools or resources to help you kind of, you know, bolster it. And then from there, you know, what kind of add in some elements of Moebius syndrome. And other things, as we discussed today. And at the end, we'll have a hopefully, we have enough participation, but we have time, hopefully, for a q&a at the end, where you can actually go ahead and you know, address questions to us in the chat feature. I do want to mention before we start, officially, also, you might notice that this zoom call is not your regular zoom call where you can see yourself on the screen. That's because we decided to go with a webinar for this session, I think with the main reason being that we can record this and use it for ongoing things and put it on the website. Whereas if we do the regular zoom call, um, we probably couldn't record that because not everyone always wants to be recorded. And you know, I understand that completely. So just wanted to mention that. And so really, let's kind of just dive in. So I do want to just mention before, a slight disclaimer, information and the views expressed in this presentation are our own. They do not reflect the views of the movies new foundation are employers which tears NIH employers or anyone else. So to start, really, what is today's purpose? And so as I mentioned, I think we have two main kind of highlights. First being understanding self confidence Then the second being tools and resources for boosting confidence. And then at the end, we have time enough participation, we will have a q&a session questions from the audience about content they might have seen or any of their questions pertaining to self confidence. And, you know, that realm. So, um, I wanted to, I believe I wanted to let Tara, kind of start with this slide and kind of, you know, kind of intro us into what our self confidence.



05:39

Great, thanks, Stephen. So looking at self confidence, versus self esteem. So self confidence is thought of what are you able to do so I am able is the way to think of self

confidence or self esteem is more I am. So it's based on our just perceptions of ourselves rather than our ability. And then we wanted to throw in imposterism or imposter syndrome. This is another word that you might have heard. Because I think a lot of people have imposter syndrome. It's that idea of when you go into a class or in a meeting or somewhere with other people, and you feel like, hey, maybe I don't belong here, maybe I'm not smart enough. Maybe I'm not good enough to be there. Some of those things can kind of play into that. And then we want to also kind of address introversion versus extraversion. So I have a video here that we are going to show about imposter syndrome just to give you kind of a better idea of what that means and what that can look like.



06:55

Even after writing 11 books and winning several prestigious awards, Maya Angelou couldn't escape the nagging doubt that she hadn't really earned her accomplishments. Albert Einstein experienced something similar. He described himself as an involuntary swindler whose work didn't deserve as much attention as it had received. Accomplishments at the level of Angeles are Einsteins are rare, but their feeling of fraudulent is extremely common. Why can't so many of us shake feelings that we haven't earned our accomplishments, or that our ideas and skills aren't worthy of others attention? Psychologists Pauline Rose's was the first to study this unwarranted sense of insecurity. In her work as a therapist, she noticed many of her undergraduate patients shared a concern. Though they had high grades, they didn't believe they deserve their spots at the university. Some even believe their acceptance had been an admissions error. While clients knew these fears were unfounded. She could also remember feeling the exact same way in graduate school. She and her patients experienced something that goes by a number of names. imposter phenomenon, imposter experience, and imposter syndrome. Together with colleagues, Suzanne IMEs clients first studied imposterism and female college students and faculty. Their work established pervasive feelings of fraudulence in this group. Since that first study, the same thing has been established across gender, race, age, and a huge range of occupations. Though it may be more prevalent and disproportionately affect the experiences of underrepresented or disadvantaged groups. To call it a syndrome is to downplay how universal it is. It's not a disease or an abnormality, and it isn't necessarily tied to depression, anxiety or self esteem. Where do these feelings of fraudulence come from? People who are highly skilled or accomplished tend to think others are just as skilled. This can spiral into feelings that they don't deserve accolades and opportunities over other people. And as Angelou and Einstein experienced, there's often no threshold of accomplishment that puts these feelings to rest. Feelings of imposterism aren't restricted to highly skilled individuals, either. Everyone is susceptible to a phenomenon known as pluralistic ignorance, where we each doubt ourselves privately, but believe we're alone in thinking that way. Because no

one else voices their doubts. Since it's tough to really know how hard our peers work, how difficult they find certain tasks, or how much they doubt themselves. There's no easy way to dismiss feelings that we're less capable than the people around us. Intense feelings of imposterism can prevent people from sharing their great ideas or applying for jobs and programs where they excel. At least so far, the most surefire way to combat imposter syndrome is to talk about it. Many people suffering from imposter syndrome are afraid that if they ask about their performance, their fears will be confirmed. And even when they receive positive feedback, it often fails to ease feelings of fraudulence, but on the other hand, hearing that an advisor or mentor has experienced feelings, if imposterism can help relieve those feelings, the same goes for peers. Even simply finding out there's a term for these feelings can be an incredible relief. Once you're aware of the phenomenon, you can combat your own imposter syndrome by collecting and revisiting positive feedback. One scientist who kept blaming herself for problems in her lab started to document the causes every time something went wrong. Eventually, she realized most of the problems came from equipment failure, and came to recognize her own competence. We may never be able to banish these feelings entirely. But we can have open conversations about academic or professional challenges. With increasing awareness of how common these experiences are, perhaps we can feel freer to be frank about our feelings, and build confidence in some simple truths. You have talent, you are capable, and you belong. Everyone can use a little extra kick of competence sometimes find out for tips and tricks for boosting yours with this video.



11:05

Yeah, so there was a short video on imposterism, or, I guess otherwise known as imposter syndrome. So, kind of moving on, I kind of wanted to, before we get into a little more about, you know, self confidence, I kind of wanted to start with this image. And I think for me, you could argue for many other people, I think this is kind of, you know, how you can view self confidence, you know, I think, I think someone that might be view this route, very self confident, it's gonna be up here, and you know, yes, I did it kind of top of the ladder position. And then someone who maybe is just starting out and doesn't quite hasn't started building their self confidence yet is going to be down here. And you know, I won't do it, I can't do it. Maybe I want to do it. And I think it's important to know, and, you know, again, me myself, I'm approaching this sort of from experience lived right with Moebius syndrome. You know, of course, I've gone to school and studied business, which does have some, you know, consumer psychology thrown in there, but I wouldn't say it's psychology by any means, as far as you know, scientific psychology. But I think for me, just having lived with Moebius syndrome, and you know, gone through what is already, you know, 34 years of life, thank God. I think for me, I've kind of learned that, you know, it really is a process, right. I think, I think, you know, people sometimes think one time, I might have

thought that, you know, you start here, right? You start up in this upper echelon of, you know, phases or where you, you know, Where you at, where you're at as a mindset, but I think it's important to note that, you know, arguably everyone, at some point was, you know, maybe down here and had to kind of build themselves, whether it be through mindset or skills or abilities, to get, you know, to these upper echelons of self confidence anyway, I can't win, you know, just share that briefly as kind of a start to the discussion. But, um, I hope, I hope that helps. And so I want to let Tara, go ahead with the next slide.



13:33

Sure. So I think there's this perception that people who are extroverted are super confident, and those who are more introverted, are less confident, and really, it's a spectrum and has really nothing to do with confidence. Um, I think it depends on I would say, introversion extroversion, your backup, it's a it's a scale, nobody. Some people may be on one end, some easier than the other, some people may be in between, um, and we all are different. We all have different experiences, I would consider myself either a social introvert, or there's another term for somebody who's kind of in the middle, it's called an ambivert. But really, it comes down to how we utilize and draw energy. So introverted individuals tend to prefer more solitary activities. Or we tend to get very exhausted by social interactions and need more time by ourselves to kind of regenerate or recharge, where if you're extroverted, you're going to tend to draw more energy from being around other people, then you don't need that kind of solitary recharging time. And so, you know, think about how you like your energy, how you interact with other people. Um, for instance, if I go to a conference I got a lot of sessions, I need a break. And I need to be by myself for a little bit. And I often even though I love to be social, and during that time kind of recharge on my own, I also find that, hey, I like to hang out with extroverts at conferences, because then I feel more comfortable and more able to navigate social situations easier. This information was taken from 16 personalities, which was based on the Myers Briggs Type Indicator. And, again, it's not things like the Myers Briggs or this assessment are not self fulfilling prophecies, and also they don't really capture who we are as complex individuals. But it is something to think about. And it might have been something you've thought about as well, as you know, oh, I'm introverted and my self confidence, is it? You know, that's great. Because of that, I'm not sure we have a lot of leaders, we're like, I mean, I'm only hopefully less smelly. So think about that you're a multi layer individual. And there's just these are just some aspects of you.



16:11

Yeah, and I wanted to share, I definitely, I'm definitely more of the introvert category. As

far as this case, but, um, yeah, and I think for me, you know, yeah, it's a great point, because I think for me, that was a lot younger, I kind of always thought, Well, you know, I'm a little more introverted, a little more quiet. So I don't always tend to, you know, at least back then I wasn't so quick to be confident in certain situations, whereas I learned, you know, quickly that it just because you're, you know, a little more quiet as I am, are a little more to yourself at times doesn't mean that you still can't portray or have a confidence in, you know, certain situations. So, yeah, that definitely, it definitely, you know, did many layers, like you said, So, I believe, actually, Tara, I'll let you go ahead and do this, as well.



17:14

So about our experiences that shape our self confidence, as well as those experiences that shape our self esteem. So those that state those experiences, our life experience, they can have a big impact on self esteem. And that's, you know, what are you? What is society telling you about yourself? What is media telling you about yourself? Um, I think one of the things that I really liked seeing this past year, is for me on social media, seeing a lot of people really pushing against kind of social norms or, you know, pushing against, like, those ideas that that we're often given by the media. versus our, our self confidence, which comes from our ability to do things and our self efficacy, right, which is, feel like I know, I'm able and capable to do things. But the reason that I know that is because it's something I've worked on, or it's something I've tried, there might be an element of talent to it, there may be just a lot of practice, like Malcolm Gladwell idea that you need to spend 10,000 hours to become really good at something. So thinking about competence is thinking about how confident are you in your ability to do something, and that can change throughout our life. So you may feel very capable in one aspect, but not in another. I always think when I start a new job, I always feel like less confident because I'm like, Oh, it's new, I'm not going to be good at this like, and then have to think like, Oh, I have all these years of experience that I'm now drawing on. And so I am able to then be like, Okay, I'm more confident, I know what I'm doing. I have this ability, um, and then experiences again, I think I'm one of those experiences that might have shaped you like when you were younger. So somebody in the chat said, you know, they were more introverted. And when they were younger, I kind of resonate with that as well. So I felt like more of an introvert when I was younger, more extroverted, as I got older. So we do change the way that we interact with the world and other people changes our experiences. And then think about our perception versus reality. Again, thinking about, you know, social media, and what you see on the media and what you see of other people's lives is our perception, but it may not be the reality. So we often don't really know what somebody's actual reality is because we're only seeing a certain viewpoint.



19:58

Yeah, and so To kind of tie this in, um, you know, I guess, I guess with some direct Moebius syndrome, information, so I think, for example, I'll share some of my, my life, but I think looking, you know, at these three things that Tara just shared or just explained, but kind of putting them directly towards muita syndrome, and in my case, I think, um, you know, for me experiences, I think, looking back, you know, kind of when I was in grade school, I think, you know, I was, you know, barely learning things, right. So I think that was a time where I was learning absorbing, and then, you know, still kind of trying to find who I was, or experiences that would allow me to grow as a person, and I guess, partially being, growth and self confidence, right. But so I think, really, I have to say, in sixth grade, or so, when I kind of started to kind of, you know, arguably have some experiences on my own, right, because I think at that time is a time where a lot of people, you know, junior high, you kind of have your own friend groups, you're doing things aside from your family and your parents. So I think you're kind of learning how to be a little more independent. And I think for me, one of those things was, you know, sixth grade, I was in marching band, so I was learning how to play instruments, kind of, you know, learning how to take part in marching, drill, you know, at staying after school, being part of a team. So I think, groups, I think, for me, that was important, and it really debility at that time helped me to kind of, you know, feel more expressive in that and, you know, kind of grew my self confidence. That was one way at least. And I think, you know, just kind of, from there on, you know, going through Junior High High School, entering the workforce after high school, or going into college and entering the workforce after college, I think, you know, having having that experience was profoundly important to me to, to be able to, you know, kind of grow from that, you know, sixth grade or to, you know, college age and just have experience under my belt, and you know, how to be a little more confident. And, you know, I think there's obviously many details within that timeframe. But I think for today's example, I'm kind of just skipping over those, but I think you can imagine just, you know, different things as you kind of grow, grow up. But, um, lastly, I think, you know, perception versus reality, I think, for me, it's important to note that a lot of times, you know, when I was younger, I think I always perceived, everyone around me, and, you know, this can be friends or people that would school with or, you know, growing up that, you know, and you know, as you mentioned in school, I you know, I was in marching band, I played football and played sports. So I think I had some different activities going on, but I think I always kind of perceived everyone to be a little more, I guess, well rounded even though I was doing the same thing. And looking back, I'm not sure why I thought that maybe it was because Mobius was, was there in my life and you know, had a different view of it at the time of marriage. Because, you know, I just thread Ripper reason I didn't quite feel like I was, you know, at the same level, but actually looking back now. I mean, I can say that my reality. My reality was pretty much everyone else's right. And but I think my perception at the

time was a different view. And I think it's important. You know, and obviously, a lot of times, we look back and we can think, Okay, well not knowing knowing what I know, now I see things differently, but I think it's important that at the time to really try and understand and try and just, you know, be present and you know, really understand what the reality is because it's important and I think for me personally, I could have been doing a lot more self growth at that time if I had a different mindset but that's okay though. Because I think life is about learning and figuring out who you are and learning from you know, this kind of time so anyway, I just wanted to share that quickly and moving on. I will let Taro talk about imposter ism.



24:41

So I think you know, I can go back to the Mobius slide on this as well because I think you brought up some of those things even but, um, imposter ism, you know, feeling like you maybe don't belong or you're not on the same level as somebody. Um, and I think for me, I What's funny is I actually don't have Moebius syndrome. I still don't know what the heck I have. So, you know, I spent the majority of my childhood and even my adulthood, I didn't even find the Moebius syndrome community until I was in my 30s. And that was because I had a doctor that was like, I think you have this. And so at that point, I enrolled in the NIH study. And that's when they were like, No, we think you have something else. And now they're like, wait, no, it's not that it might be something else. Um, but it was that first time to find people that had similar experiences to myself. And I think that's part of finding, you know, back to the video is finding out that people have had similar experiences as you makes you feel less of an imposter. So what are those common experiences that you had with somebody realizing that we do all have these things are called human experiences, right? I think, this past year, if you spent a lot of time in quarantine, it felt very isolating and very low. But we were all kind of going through that as a collective in very different ways. But there are a lot of experiences that people have, but you can tell they're isolated. Um, and then abilities like, Am I able to do this? Because I'm, you know, from something that I have or not, so it's figuring out what can you do? What are you good out? What are your limitations, I had to find, I found my limitations in college, I spent a whole class, it was an art class where we were having to create, like, mailers, envelopes, and like, basically, like brochures and things like that. And we had to cut them out using Exacto knives and pen rulers. And I didn't realize until the end of the class, but because of the way that my eyes are in the way that I see, I can't cut, I can't really cut a straight line. And I didn't realize that, that my eyes were hindering my ability to do that until the end of the class. So you know, my perception was like, Hey, I'm just horrible at this. And that's why I didn't do all the class versions, my reality was like, Oh, hey, it's, it's, you know, part of my part of my son or part of my, whatever I have. And so just think about, you know, other people are experiencing things, if you feel like you're, you don't belong, and that's probably not true. If

you feel like you're not at the same level as anybody else, that may not be true. And the best way to approach that is to just talk to people about like, you know, if you feel like you have somebody, you can talk to a mentor or friend or peer, you know, often you're having this same similar conversations, especially if it's something you've never done before, especially if you're a first generation student. Um, we all have a lot of firsts.



28:01

Yeah, and then kind of continuing. So, um, you know, I think the next question is, how do we build self confidence? What are some ways to do that? And I think, Well, I know, so, you know, these, these are just a few, because I think there's many ways, you know, Tara and I both talked about many ways, but we wanted to present kind of a few just that just, you know, to kind of get the gist, get some brainstorming going, and, you know, the ball rolling for others, but I think, you know, for coming, what four common ways are definitely, you know, trial and error, I think, again, you know, arguably, there's this, this myth that, you know, someone who's confident just can do something the first time and it's, it's, you know, amazing, and maybe that's true for a small majority or minority, but I think most people, and I think this is okay, you know, it does take trial and error, to actually learn something to actually go through a process and, you know, start at a come out at, you know, F or F book, you know, come on, ah, and, you know, be better at it and have more confidence in it. And that's okay. I think that kind of goes, you know, goes along with practice, right? I mean, practice also is something that builds confidence, you know, you start playing baseball, for example, and first day, you're not, you're not that great, but you know, you practice after school, you're practicing hitting, catching fielding, and then, you know, in a month or two, you're better than you were that first day. So, you know, it takes practice, right. And, of course, you know, learning from failure. I mean, you know, I think again, there's also arguably, this, this myth or this taboo that you know, failing is, is the worst thing you can do in your life. And I think obviously, you know, people want to do want to do well, but I think failing can teach us lots about ourselves. And about, you know, what, where we're going, what we're doing and how to improve and that can be great for self confidence. I know, I know from experience, I can say that's true. And then lastly, just, you know, I think, to round it out, just you know, being human, just, you know, living your life. You know, having experiences kind of going back to what we're saying, you know, having experiences learning, what you're good at what you're better at, and, you know, kind of having that help you and build you as a person, which in turn, usually can help build self confidence. I'm not sure. Tara, do you want to add to that, before you move on?



30:41

Yeah, I think just the the link that we have in here. Yeah. It's designing your life, which I'll go a little bit into that in the next slide. But they have a kind of a cool worksheet on, you know, what is failure? Is it something like did you screw up on something? Did you make a mistake? Um, you know, did you? And then where is that, you know, is a weakness that you're working on? Or something you're working on? And then what is that growth opportunity? And then what insight did you gain from that? Right? Um, you know, a screw up, it's like, oh, crap, I forgot to, you know, pay this bill on time, that's a screw up. You just, it's not something you might do regularly. It just was a mistake, right? And then, then you can still think about like, Okay, well, I'll make sure that I set a reminder on my calendar, or is it a weakness? Is it something like, you know, hey, I'm really not great doing x y&z? You know, how can I approach that and work on that? And what did you learn? So I think Stephen brought it up, you know, the things that are failures in the life in our life are the ones that we remember and grow from. Not always our successes.



32:00

Yeah, and want to make sure I have this in the right view.



32:07

Okay, so



32:11

yeah, and I'll let you continue, Tara.



32:13

So a lot of times when we're trying to figure out things, you know, we're asked, we're asked a question when our kids were asked, like, what do you want to be when you grew up? And then also, were told, like, hey, just follow your passion, right? But how do you figure that out? So how do you figure out what you're good at? How do you figure out what you're like to do? What you want to do? And so one approach is using zine theory. And this comes from a book by Phil, Phil Burnett, and Dave Evans called designing your life. And they utilize design theory and apply that to life and career approach. So the first thing is just being curious, like, what are you curious about? Um, are you curious? Like, Hey, I'm curious about learning how to knit. I'm curious about learning how to roller skate. I'm curious about learning how to do programming, right? What is it that you're curious about,

and then just trying stop. Um, that's how we figure out what we like is we just start trying stuff, and we're not going to be good at it the first time. So going back to knitting, I taught myself to knit, and it was frickin hard, like, I was very determined. And it took me a while. And I'm still not that fantastic at it. But I know, it's something that I would need to keep working on. And then reframing your mindset, so, you know, thinking like, I'm never gonna get this, I'm not good enough, right away to free reframe that is to think, you know, this is kind of hard and complex, and it's gonna take me time to figure it out. So how can you reframe those mindsets for yourself when you're approaching something new, or you're trying something, and then knowing that it is a process, everything's a process, you know, think about when you're a little learning to try your shoes, which is now kind of, maybe second nature to you, or, you know, some of the things that we do now that we don't think about as much as we've we've gained that muscle memory, and then asking for help. So knowing when you can ask for help. What do you want to learn who's on the other thing is who's on your team, right? is there other people that are willing to try it with you? And sometimes that can be helpful. So those are some some steps to kind of figuring out you know, what do you want to do when you want to learn and grow up?



34:39

Yeah, and so Tara, do you know my secret to tying my shoes? Yes. I just bought Velcro now. I'm just joking. Well, maybe a couple years, but eventually I learned. Yeah. Um, yeah, so uh, Really, I think, you know, having said all this, and I think our, you know, our challenge to you the kind of, you know, kind of hearing about this today, and maybe thinking about some things in your head, or, you know, things you might want to try or learn or just, you know, kind of reframe how you see a search situation, I think the challenge to you is to say, you know, take the steps, at whatever level you're at, whether it's beginning to, you know, show interest or do research or actually want to go try something new, in order to, you know, build some self confidence, I think the challenge is, you know, take the steps to do that for yourself, because I think, going back to what we mentioned, and, you know, kind of, I guess, specifically talking about that, that that ladder, right of, you know, people at the top, you know, yes, I can do it, if people want the people maybe starting out there, you know, I can't do either I won't or, you know, how do I do it? I think, you know, it's definitely a process. So definitely take the steps to begin that journey, if you if you want, and if you have things that you want to do it, you know, at least, um, that's kind of how I feel. And I think I think Tara would agree. And so I just wanted to kind of present that today. As you know, one, takeaway, as many as you, you know, leave at the end of this presentation. So, I do want to mention our info, if you're, you know, as you're watching today, and you might want to reach out with other questions, whether it's about the presentation, or maybe some other questions regarding the topic, definitely, you know, here's my email, here's Tara's email, and then we're both on Facebook, at their

respective names on the screen. So definitely feel free to reach out. And so I want to kind of take this time to go back and address any any questions we have, or allow others to, to go ahead and, you know, ask questions, whether it's about the presentation, or maybe the topic as a whole.



37:23

So while we're waiting, I'm gonna ask Stephen, what are you good at?



37:28

Um, well, tying my shoes now. Um, you know, I for a long time, I played the drums, there was a pretty good drummer. I haven't played in a couple years, but I'm pretty sure I could still I could still pick it up pretty pretty quickly. Um, and yeah, you know, one thing that I I've done for a while now is photography. So I think I'm pretty good at that. And I mean, for me, it's more just about having fun kind of expressing myself. But you know, it's a fun hobby. So those are some things I enjoy. enjoy doing. Well, what about you?



38:09

I am pretty good at baking. I made some good sourdough this weekend. Nice. Can you send it puzzles I am, you know, I am a professional connector. I like to connect to people. Which is really why I like my job a lot is being able to connect people with information and other people. And I think you know, that question, what am I good at? If you're not sure, posted on Facebook, posted to your friends, I did that once. I was like, What am I good at? And I got lots of replies. And it was kind of cool.



38:51

Yeah, yeah. And also, I did see that, um, that Lauren had kind of asked a question earlier that we finally saw you touched on a couple a couple of ways to, to kind of discover more abilities, but because your question was, how can someone who is introverted, discover more of their abilities? Do you all have any resources like online tests or things like that? So I think we mentioned a couple resources, Tara, but I guess any other any other points to that?



39:21

Yes. So you know, the one we mentioned is 16 personalities that one is based on the Myers Briggs Type Indicator. It's going to go through a bunch of different things like your you know, career interests, and strengths and weaknesses. It'll also look at like personality and relationships and things like that. Again, don't take it as a self fulfilling prophecy, because we are pretty complex, but I think it's I you I sat with my students to really get them to think more about the self reflective. Um, there's another one called Strengths Finder. That one is on little pricey, but it's super, I think it's super useful. Because it really looks at your strengths. So for instance, for me, I'm, my strengths aren't empathy Maximizer which means I always want to improve things learner, I love to learn individualization, which means I'm good at figuring out what other people's strengths are. Um, and what's the last one, there's, there's basically five that they give you for Strengths Finder. And that's been a great tool for me as well to be able to talk about myself and interviews and to kind of really figure out like, Oh, this is why I like these things, connectedness, um, that, that would be obvious. And then there's also the strong interest inventory, that's another one that looks at your interest. And then it's connects to first Basically, these different types. It's based on Holland's theory of the person environment, but so that one you can look at actually, there's, I'll put it in the chat, too. It's called o net online. It's a really useful place for learning about different careers and different strengths and interests that we actually have when we look at those different pollen code types. And then it'll actually map it to different careers. And that's another one too, it kind of is based on personality, but also an environment fit as well. So for instance, mine comes up as like social, artistic. And I think maybe conventional, I can't remember the third one. But basically, it kind of indicates like, I need to be in an environment where I work with other people. And I have some room for creativity. So that's what I tend to excel at. So that's another good one.



41:52

Yeah, I remember I took the strengthsfinder assessment a couple of years ago, and it was it was definitely helpful, at least in kind of understanding how I worked or kind of honing in on the best ways to work and be more efficient. So I did enjoy that assessment. Oh, Tara, so Lauren, are in the chat. They asked if you can list the resources you mentioned.



42:25

Yes, well do. So I listed strengthsfinder, that one's cost money. 16 personalities is free. The strong interest inventory is also felon cost. But you can kind of find three versions of that one, online, or not online, have some other assessments as well. So those should be useful.



43:09

Awesome. And yeah, so anyone else? Feel free to put your questions or comments in the chat box before we end the session? I got a couple more minutes. So we're going to wait around a little bit more. But um, yeah, so I do want to just again, thank Jenny for facilitating the session and actually all the virtual sessions this summer Johnny is behind the scenes working really hard. So we thank you for that. And definitely thank you for today's today's intro and setup.



43:54

So I kind of challenge everybody that's intending to put in the chat. Like what's one thing that you're good at? Yeah. So I know we've got one that said they're good at communicating. What else are you good at? It can be it can be anything. Consuming coffee, see. acts of kindness. That's a good one. It's nice.



44:48

Candy, preparing computer hardware, software programs, puzzles and trying to figure out difficult things. Those are some great skills I think I'm pretty good at googling. Good at problem solving and being considerate to others. Very cool. Caring for animals in house plants. Oh, nice. That's a good one. Yeah. And again, I'm not as good with the plant part.



45:40

Yeah, I can never like I've had plants at work. And I've always ended up like they die because I couldn't take care of them the right way.



45:49

Yeah, mine are just kind of sad. looking right now. A lot of stuff. There's any any questions that y'all want to ask? Any other things that you want to mention? Like being good at words? Nice. That's a good thing, the bigger that? Yes, it is. I might try that. I try to I try that with my orchids is trying to give them water from the bottom for a little bit, and then let them air out.



46:58

Being a good cook. That's a great skill to have as well. So I like that we're talking about plants and already learning from each other. And I think that's great. But you know, everybody can be a resource in one way or another. You got to learn stuff to get better at it.



47:53

Yeah, well, I think I think that kind of puts us at the end of the session. You know, definitely. If you have any other questions, like we said, reach out to us after we're offline. And we can go from there. But yeah, I guess, you know, once again, thanks for attending today, everyone. You know, obviously, if we had unlimited time, we could kind of go into other things and other areas of the topic, but I think for the time we had and our purpose we you know, we were definitely content with what we presented. And we hope that you took away something you can use in your, you know, whether it's your life tomorrow or the next day or you know, whenever you feel ready, we hope you can. We hope you learn from it. So that's the goal. Um, but yeah, Tara, any parting words? Try stuff. Yeah, yeah, definitely. Definitely. Well, all right. Well, everyone. Thanks, Tara. Thanks. And, you know, we, we hope to see you at future virtual events this summer. So everyone take care. Thanks, David. Tara, Bye, everyone.