



TALENT DEVELOPMENT: CAREER MANAGEMENT SKILLS

Enrollment year	2022/2023
Academic year	2023/2024
Regulations	DM270
Academic discipline	M-PSI/04 (PSYCHOLOGY OF DEVELOPMENT AND PSYCHOLOGY OF EDUCATION)
Department	DEPARTMENT OF BRAIN AND BEHAVIORAL SCIENCES
Course	PSYCHOLOGY
Curriculum	PERCORSO COMUNE
Year of study	2°
Period	1st semester (20/09/2023 - 12/01/2024)
ECTS	3
Lesson hours	18 lesson hours
Language	Italian /english
Activity type	WRITTEN AND ORAL TEST
Teacher	ZANETTI MARIA ASSUNTA (titolare) - 3 ECTS
Prerequisites	There are no prerequisites, just strong motivation is required
Learning outcomes	<p>The aims of the course is to increase students' awareness in terms of soft skills, useful for learning, managing career and life paths. The course is divided into theoretical lectures, workshop and 'laboratories' with the aim of enabling students to identify their strengths and weaknesses, their abilities, skills, interests, needs and motivations. The goal is to support students to better understand each individual's "talent" and how could be combined with future professional profiles aspired.</p> <p>The path leads student to make informed and effective decisions, with positive returns not only in the context of university but also in personal life and career paths.</p> <p>The crucial point is the talent development path based on the adoption of the DOTS theoretical model and the psychological capital (PSYCAP).</p>

This initiative allow to continue the talent development after the course through individual or small groups session (coaching, mentoring, counseling). Students who have attended the course, after their entry in the labor market, can be involved as testimonials in future editions of the course at the University of Pavia in order to create a virtuous synergy.

Course contents

Topics:
Introduction: labor market, life skills and development of individual potential

- Career Management Skills and DOTS_ Decision Learning Model, Opportunity Awareness Transition Learning Self-Awareness
- The psychological capital (PSYCAP) and development of potential
- Development of potential and leadership model
- Skills for individual and professional success
- Empowerment, Self-Awareness and Locus of Control
- The GAPS matrix for personal development and career planning
- Assessment Center experience and development plan
- Transition Learning: CV and Job Interview

Teaching methods

Interactive lessons, exercises, simulations, case study, testimonials of the world of work

The course requires compulsory attendance as the direct participation of students is required

The lessons will be in the presence (except for any new indications due to the health situation) and guaranteed the use of the material relating to the lessons and consult the slides or other teaching material from the KIRO university platform

The program will be differentiated between attending and non-attending students

Reccomended or required readings

Carlotto G. (2017) Soft skills. Con-vincere con le competenze trasversali e raggiungere i propri obiettivi, Franco Angeli, Milano

or

Castiello D'Antonio A. (2020) Il capitale umano nelle organizzazioni. Metodologie di valutazione e sviluppo della prestazione e del potenziale. Hogrefe: Firenze

Assessment methods

There are no exams but an assessment of eligibility. Participation will allow you to achieve eligibility on the basis of attendance and assessed the production of a paper and the presentation of an individual design of a personal development and career plan.

The course is recognized as an open badge

Further information

Reception professor: Wednesday 11.00-13.00 at the office in Piazza Botta, 11, furthermore, within the context of the University's activities for Innovative Teaching and in order to promote inclusion, the professor

guarantees up to 2 hours of office hours per week, to be agreed with the professor himself.
e-mail: zanetti@unipv.it

**Sustainable development
goals - Agenda 2030**

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