

## PERSONAL AND CAREER DEVELOPMENT

<b>Course code</b>	<i>HUM164</i>
<b>Compulsory in the programmes</b>	-
<b>Level of studies</b>	<i>Undergraduate</i>
<b>Number of credits</b>	<i>6 ECTS (48 in-class hours + 6 consultation hours + 2 exam hours, 104 individual work hours)</i>
<b>Course coordinator (title and name)</b>	<i>Dr. Yannick Joye</i>
<b>Prerequisites</b>	-
<b>Language of instruction</b>	<i>English</i>

### THE AIM OF THE COURSE:

To reach excellence as a student and as a (future) leader, it is not only necessary to develop hard skills, but also to master soft skills through which we can develop and improve ourselves, and our relationships with others. Taking on an explicit psychological perspective, this course aims to provide students with the necessary theoretical knowhow and practical tools that should enable them to both understand and apply pathways to (inter)personal, and intellectual success and to emotional flourishing. Topics that will be covered are: “self and personality”, “creativity”, “critical thinking”, “self-presentation” and “self-branding”. At the end of this course students are expected to have become acquainted with and have mastered/applied a range of soft skills that are quintessential for personal development and that are valued by, and sought after by employers.

The course will consist of two “blocks”, each consisting of six lectures and seminars.

- The goal of **lectures 1 until 6** is to give students an overview of major psychological theories and findings regarding the topics “self and personality”, “others”, “emotions”, “critical thinking”, and “living a good life”. During each of the seminars corresponding to the lectures, students will have the opportunity to apply the theory, using different exercise formats (e.g., self-tests, movies), enabling them to get insight into the real-world value and personal relevance of the theories.
- The goal of **lecture 7 until 12** is to teach and give students insight into a number of practical skills, aimed at bolstering their creative potential, and strengthening their self-management, self-branding and self-presentation skills. In the seminar part, students will implement those skills based on the contents provided in the lectures, and will work on two graded group assignments.

### MAPPING OF COURSE LEVEL LEARNING OUTCOMES (OBJECTIVES) WITH DEGREE LEVEL LEARNING OBJECTIVES (See Annex), ASSESMENT AND TEACHING METHODS

Course level learning outcomes (objectives)	Degree level learning objectives (Number of LO)	Assessment methods	Teaching methods
CLO1 Students will be able to explain major theories and findings from psychology research into personality, social groups, emotions, and critical thinking.	BLO1.1, BLO4.1, BLO4.3	Intermediate exam, seminar	Lectures, in-class discussions, individual study, exercises
SLO2 Students will be able to formulate credible and meaningful real-life applications of the major psychology	BLO1.1, BLO4.1,	Intermediate exam, seminar	Lectures, in-class discussions, exercises,

theories and findings covered in the course.	BLO4.3		individual study, exercises
SLO3 Students will be able to critically reflect on the importance of soft skills for their student and/or professional life.	BLO1.1, BLO4.1, BLO4.2, BLO4.3	Intermediate exam, seminar	Lectures, in-class discussions, exercises, individual study, exercises
SLO4 Students will be acquainted with a host of practical skills, aimed at bolstering their creative, self-presentation and self-branding skills.	BLO1.1, BLO4.1, BLO4.2, BLO4.3	Assignment, seminar	Lectures, in-class discussions, exercises
SLO5 Students will be able to apply the practical skills on creativity, self-presentation and self-branding that they will be taught.	BLO1.1, BLO4.1, BLO4.2, BLO4.3	Assignment, seminar	Lectures, in-class discussions, exercises

#### ACADEMIC HONESTY AND INTEGRITY

The ISM University of Management and Economics Code of Ethics, including cheating and plagiarism are fully applicable and will be strictly enforced in the course. Academic dishonesty, and cheating can and will lead to a report to the ISM Committee of Ethics. With regard to remote learning, ISM remind students that they are expected to adhere and maintain the same academic honesty and integrity that they would in a classroom setting.

#### COURSE OUTLINE

Lecture	Topic	Readings	In-class hours
Session 1	Introduction + Self and Personality (Yannick Joye)	See required literature	4
Session 2	Others: Social Perception (Yannick Joye)	See required literature	4
Session 3	Others: Conformity (Yannick Joye)	See required literature	4
Session 4	Emotions (Yannick Joye)	See required literature	4
Session 5	Critical Thinking and Bounded Rationality (Yannick Joye)	See required literature	4
Session 6a*	Living a Good Life (Yannick Joye) – part 1	See required literature	2
Session 6b*	Living a Good life (Yannick Joye) – part 2 Info About the Intermediate Exam	See required literature	4
Session 7	Self-Management (Guest Lecturer: Scott Sunderland)	N/A	4
Session 8a*	Creativity (Eigirdas Žemaitis)		2

Session 8b*	Creative Thinking (Eigirdas Žemaitis)	See required literature	2
Session 9	Creativity Workshop (Eigirdas Žemaitis)	See required literature	4
Session 10	Intermediate Exam	See required literature	4
Session 11a*	Self-Branding (Eigirdas Žemaitis + Guest Lecturer, TBA)	See required literature	2
Session 11b*	Self-Branding (Eigirdas Žemaitis + Guest Lecturer, TBA)	See required literature	2
Session 12a*	Self-Presentation (Eigirdas Žemaitis)	See required literature	2
Session 12b*	Self-Presentation skills (Eigirdas Žemaitis)	See required literature	2
			<b>Total: 48 hours</b>
	CONSULTATIONS		6
Note: sessions marked with an * are spread over two days.			

**Note:** Due to the dynamic nature of the content of the course, additional/different materials can be assigned during the course. Presentations will be made available for download after each lecture block. The slides are the intellectual property of the teacher and students may not distribute or duplicate these without written consent from the teacher.

#### FINAL GRADE COMPOSITION

Type of assignment	%
<i>Group Components 40%</i>	
Practical sessions in organisations	40%
<i>Individual Components 60%</i>	
Intermediate exam	60%
<b>Total:</b>	<b>100</b>

#### DESCRIPTION AND GRADING CRITERIA OF EACH ASSIGNMENT

**Intermediate exam (60% of the final grade).** There is only an intermediate exam, and no final exam. The **intermediate exam** (90 minutes) will count for **60%** of the final grade. The intermediate exam will be open book, and will consist of a combination of multiple-choice questions and open questions asking students to apply the course contents. The intermediate exam will cover all the contents from sessions 1 until 6. The PowerPoint presentations of all lectures will be made available to students after each lecture.

**Group assignments (40% of final grade).** As part of the course, students will have to make two graded group assignments (each counting for 20% of the final grade) based on the contents of sessions 8 until 12. One assignment will consist of creative problem solving, while the other one will consist of creating a (digital) story involving self-branding and self-presentation. A

detailed outline of the particular content and format of both assignments will be communicated during lecture 8 (by Eigirdas Žemaitis). There is no opportunity to retake the assignments upon a failing grade.

### RETAKE POLICY

If the student fails the intermediate exam, (s)he is granted the right to retake the intermediate exam during the retake week. The retake exam will cover sessions 1 until 6 of the course, and will have the same format as the intermediate exam (i.e., open book, consisting of a mix of multiple choice and open questions). The grade for the retake exam will consist of 60% of the final grade, and will replace the grade of the intermediate exam.

### REQUIRED LITERATURE FOR SESSIONS 1 UNTIL 6

For this part of the course, the **slides of the sessions should suffice** for you to fully understand and study the course contents (conditional on attendance/attention/study investment) However, if students want some more background information, they can consult the following resources.

- Session 1 on “Personality and Self” is based on Chapter 5 of *Social Psychology* (Aronson, Wilson, Akert & Sommers, 10<sup>th</sup> edition)\*
- Session 2 on “Others: Social Perception” is based on Chapter 4 of *Social Psychology* (Aronson, Wilson, Akert & Sommers, 10<sup>th</sup> edition)
- Session 3 on “Others: Conformity” is based on Chapter 8 of *Social Psychology* (Aronson, Wilson, Akert & Sommers, 10<sup>th</sup> edition)
- Session 4 on “Emotions” is based on Chapter 10, section 4 (<https://openstax.org/books/psychology/pages/10-4-emotion>) and Chapter 14 (<https://openstax.org/books/psychology/pages/14-introduction>) of the online handbook *Psychology*.
- Session 5: slides only
- Session 6: slides only

\*Note: Two hard copies of *Social Psychology* (Aronson, Wilson, Akert & Sommers, 10<sup>th</sup> edition) are available in the ISM library.

### REQUIRED LITERATURE FOR SESSION 7 UNTIL 12

For this part of the course no particular literature needs to be studied. Background information will be provided during the corresponding lectures.

## DEGREE LEVEL LEARNING OBJECTIVES

### Learning objectives for the Bachelor of Business Management

Programmes:

*International Business and Communication,  
Business Management and Marketing, Finance,  
Industrial Technology Management*

Learning Goals	Learning Objectives
Students will be critical thinkers	BLO1.1. Students will be able to understand core concepts and methods in the business disciplines
	BLO1.2. Students will be able to conduct a contextual analysis to identify a problem associated with their discipline, to generate managerial options and propose viable solutions
Students will be socially responsible in their related discipline	BLO2.1. Students will be knowledgeable about ethics and social responsibility
Students will be technology agile	BLO3.1. Students will demonstrate proficiency in common business software packages
	BLO3.2. Students will be able to make decisions using appropriate IT tools
Students will be effective communicators	BLO4.1. Students will be able to communicate reasonably in different settings according to target audience tasks and situations
	BLO4.2. Students will be able to convey their ideas effectively through an oral presentation
	BLO4.3. Students will be able to convey their ideas effectively in a written paper

### Learning objectives for the Bachelor of Social Science

Programmes:

*Economics and Data Analytics,  
Economics and Politics*

Learning Goals	Learning Objectives
Students will be critical thinkers	ELO1.1. Students will be able to understand core concepts and methods in the key economics disciplines
	ELO1.2. Students will be able to identify underlying assumptions and logical consistency of causal statements
Students will have skills to employ economic thought for the common good	ELO2.1. Students will have a keen sense of ethical criteria for practical problem-solving
Students will be technology agile	ELO3.1. Students will demonstrate proficiency in common business software packages
	ELO3.2. Students will be able to make decisions using appropriate IT tools
Students will be effective communicators	ELO4.1. Students will be able to communicate reasonably in different settings according to target audience tasks and situations
	ELO4.2. Students will be able to convey their ideas effectively through an oral presentation
	ELO4.3. Students will be able to convey their ideas effectively in a written paper