

**Skill development:**

1. Ability to talk about thought processes
2. Shift to a focus on accuracy (instead of on time)
3. Emphasis on being active and writing things down
4. Recognizing that others solve problems differently than they do
5. Acquire some skill at listening
6. Acquire some skill in self assessment
7. Acquire some skill in giving and receiving feedback
8. Through self awareness, begin to improve self confidence
9. Begin to realize that assessment is based on **evidence**
10. Begin to develop an environment of trust where risking is OK.

**Applicability:**

University onwards.

**Time required**

3 to 8 hours with extensive followup through interview and journal writing.

**Brief description**

Participants create goals and measurable criteria for an everyday task. Short activities are interspersed to clarify the notions of "observable activities" and "measurable criteria". The activity is then repeated for a) goals to address needs highlighted from Units 1 & 2; b) personal goals, c) job application and career goals and d) the journal used to embed the skill development in the MPS program. For details see Woods et al. (1988) and PS News **84**.

**Comments:**

This is the key, but challenging, Unit from which the participant's confidence is developed. The skills learned are used continually throughout the rest of the program. This approach of using self assessment is also the basis for the programs at Alverno College and at McMaster University's Medical School. The Unit itself is challenging. Criteria and constraints are introduced and used. Instructor's might find some material from Unit 23, Criteria Identification, to be helpful. In the full MPS program, this Unit is used for each of the subsequent Units and is complimented with Journal writing and with personal performance reviews. Usually this one is bypassed if the participants can attend fewer than 5 days of workshops.

**Prerequisites:** none but Unit 1 can be used to illustrate the journal writing. Furthermore, if they are to set goals, it helps if they have experienced Unit 2.  
Related to MPS 23, 24, 31.

**Objectives**

**Timing sheets**

**Transparencies**

**Additional work you have to do**