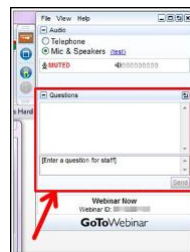
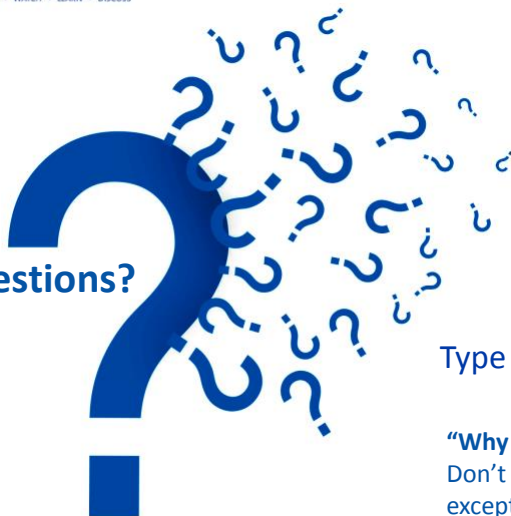




Have Questions?



Type them into questions box!

**“Why am I muted?”**

Don't worry. Everyone is muted except the presenter and host. Thank you and enjoy the show.

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 Chemist, JLAJ Edenton  
 ACS member for 44 years strong!

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## What is ACS on Campus?



ACS visits campuses across the world offering FREE seminars on how to be published, find a job, network and use essential tools like SciFinder. ACS on Campus presents seminars and workshops focused on how to:



- Publish in top journals
- Find a job
- Effectively use research tools like SciFinder® and ACS ChemWorx
- Communicate your science
- Write grant proposals
- Build industry partnerships
- Prepare for a changing employment landscape

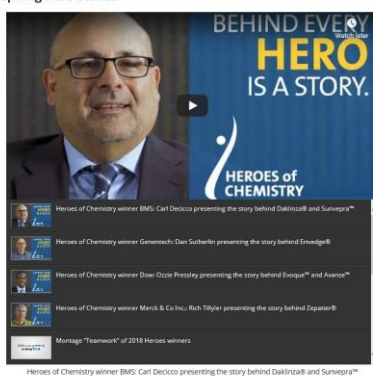
<http://acsoncampus.acs.org>

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## #HeroesofChemistry ACS Heroes of Chemistry Award



Inspiring Hero Stories



[View All Past Recipients >>](#)

*The ACS Heroes of Chemistry Award is the Annual award sponsored by the American Chemical Society that recognizes talented industrial chemical scientists whose work has led to the development of successful commercialized products ingrained with chemistry for the benefit of humankind.*

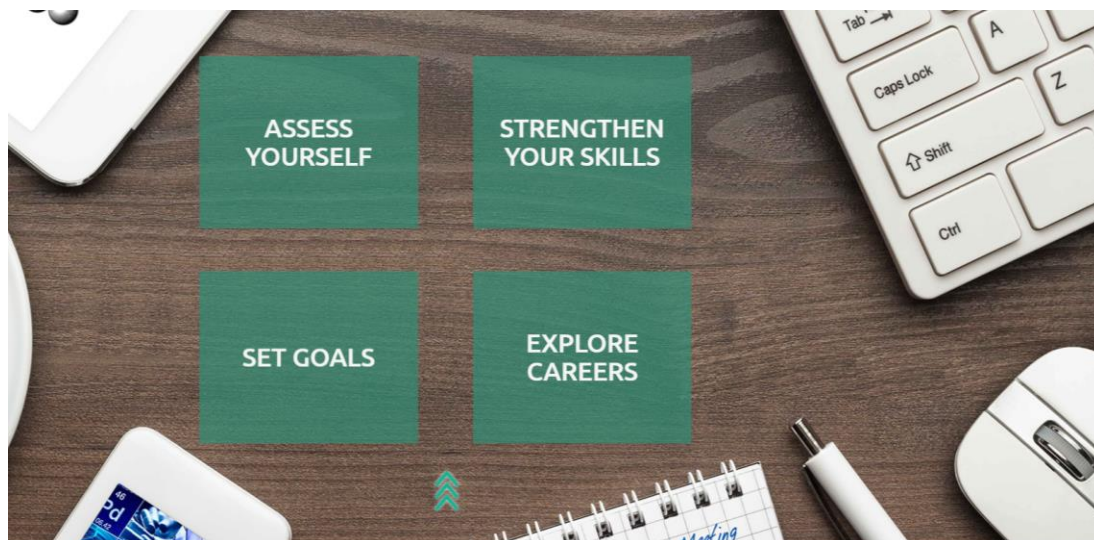
2018 Winners:



[www.acs.org/heroes](http://www.acs.org/heroes)

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An individual development  
planning tool for you!



<https://chemidp.acs.org>

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Upcoming ACS Webinar  
[www.acs.org/acswebinars](http://www.acs.org/acswebinars)



<https://www.acs.org/content/acs/en/acs-webinars/drug-discovery/crispr.html>

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## Register for a Professional Education course that meets your training needs!



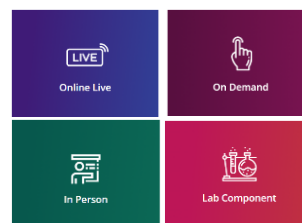
ACS Professional Education courses not only give you the tools you need to stay on top of new technology and growing trends in the science industry but also the professional development skills you need to advance in your career.

ACS member and early bird discounts are available. **Explore courses in a variety of topics and delivery methods.**

### Course Categories



### Course Formats



<https://www.acs.org/proedweb>

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**Breaking Bad (habits)**

Honing **Soft Skills** for **Professional Growth**

**Dr. Frederick Meadows**

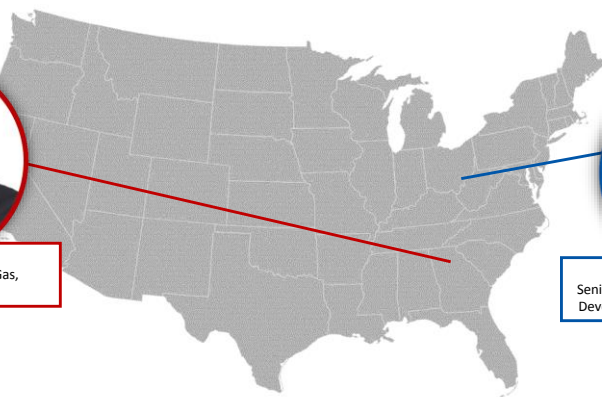
THIS ACS WEBINAR WILL BEGIN SHORTLY...

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## Breaking Bad: Discovering and Honing Soft Skills for Professional Growth



**Frederick Meadows**  
 Senior Manager of Oil and Gas,  
 Kemira



**Bryan Tweedy**  
 Senior Manager, ACS Learning and Career  
 Development and Professional Resources

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## TOPICS



- How blind spots e.g. non-verbal communication can impact perception and performance
- How efficient communication tools i.e. email, texting, IM may or may not be the most effective for the task at hand
- Strategies to proactively discover and hone the right soft skills for current and future roles



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## HARD VS. SOFT SKILLS

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### HARD SKILLS (Core Competencies)

Organizations like ACS can certify and help assure standardized knowledge.

National push for early STEM & STEAM education

### SOFT SKILLS (Behavioral Traits)

Who certifies and assures standardized knowledge?  
Is it possible? Is it necessary?

Who's pushing for early soft skills education?



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## HARD VS. SOFT SKILLS

---

“Project Oxygen shocked everyone by concluding that, among the eight most important qualities of Google’s top employees, **STEM expertise comes in dead last.**”

The  
Washington  
Post

December 20, 2017



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## HARD VS. SOFT SKILLS

---

**“The seven top characteristics of success at Google are all soft skills:** being a good coach; communicating and listening well; possessing insights into others (including others different values and points of view); having empathy toward and being supportive of one’s colleagues; being a good critical thinker and problem solver; and being able to make connections across complex ideas.”

The  
Washington  
Post

December 20, 2017



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## HARD VS. SOFT SKILLS

---

Has **software** affected our **soft skills** and **softening** our abilities to interact face-to-face?



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## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



**This scientist interjected during a conference and erased another reputable scientist's blackboard full of equations because he thought the content was nonsense.**



Robert Oppenheimer



Wolfgang Pauli



Percy Julian

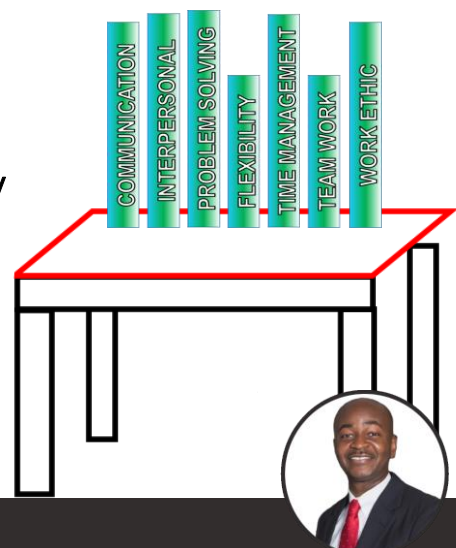


Frederick Soddy

*\* If your answer differs greatly from the choices above tell us in the chat!*

## BASIC SOFT SKILLS

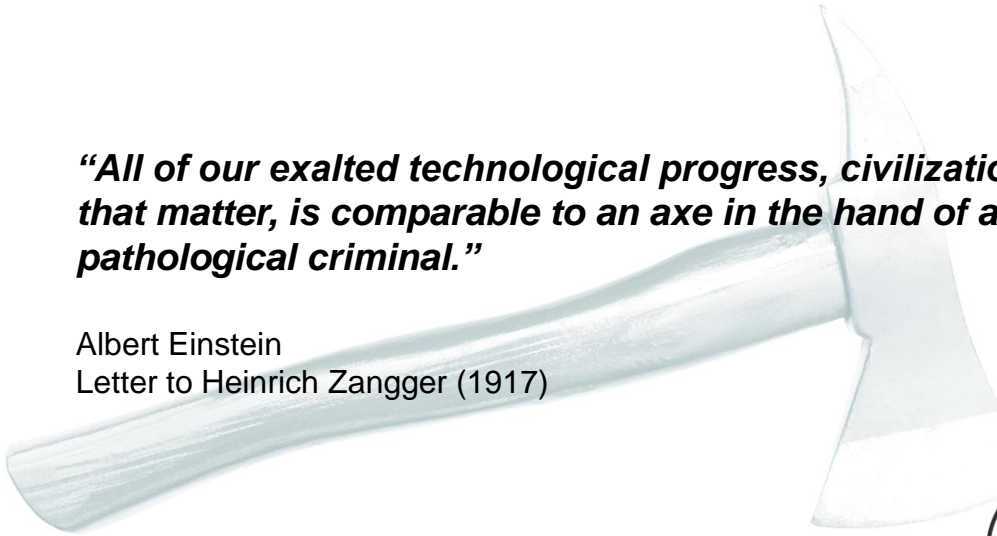
- May be assumed by employers and others
- Some may be innate
- Importance depends on role, industry, company
- Some are universally important



## DID CELL PHONES AND COMPUTERS EXIST IN 1917?

***“All of our exalted technological progress, civilization for that matter, is comparable to an axe in the hand of a pathological criminal.”***

Albert Einstein  
Letter to Heinrich Zangger (1917)



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## EFFECTIVE USE OF COMMUNICATION TOOLS

**TAMMY**



- 6 years of experience at Pharma Inc.
- Formulations Chemist V
- 10 patents
- Project lead, safety and social team member
- Great all around oral communicator
- Defines success by
  1. **TITLE**
  2. **COMPENSATION**



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## EFFECTIVE USE OF COMMUNICATION TOOLS

**TIM**



- 4 years of experience at Pharma Inc.
- Analytical Chemist I in R&D
- Meticulous and takes pride in data
- Works on two projects led by Tammy
- **Prefers IM, texts, emails, report writing... versus oral communication**
- Defines success by:
  1. **TITLE**
  2. **COMPENSATION**



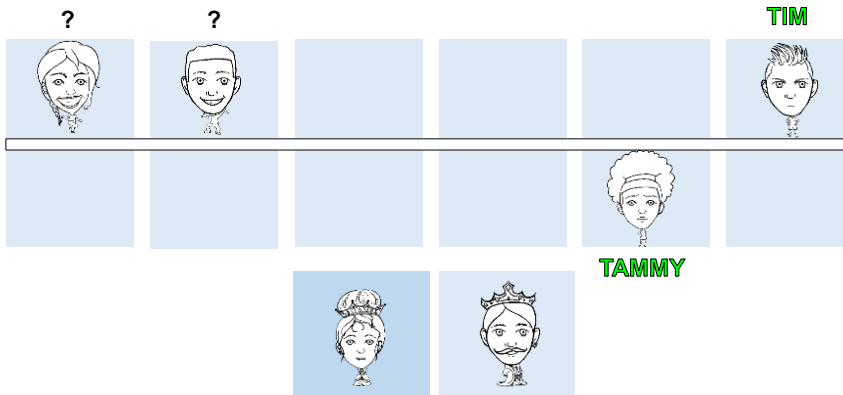
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## EFFECTIVE USE OF COMMUNICATION TOOLS

**EXIT**

**OFFICE AREA**

**LAB**



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## EFFECTIVE USE OF COMMUNICATION TOOLS



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### Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



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**This scientist stated that James Watson was “supremely self-possessed and theatrically condescending” and “radiated contempt in all directions.”**



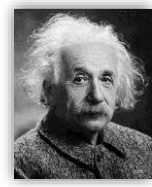
Edward Wilson



Robert Oppenheimer



Peter Debye



Albert Einstein

*\* If your answer differs greatly from the choices above tell us in the chat!*

## BLIND SPOTS & NON-VERBAL COMMUNICATION

### GRACE



- 12 years of experience at Pharma Inc.
- Chemical Engineer IV – Process Development
- Great problem solver
- Great at oral & written communication
- Defines success by
  1. COMPENSATION
  2. TITLE



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## BLIND SPOTS & NON-VERBAL COMMUNICATION

### GREG

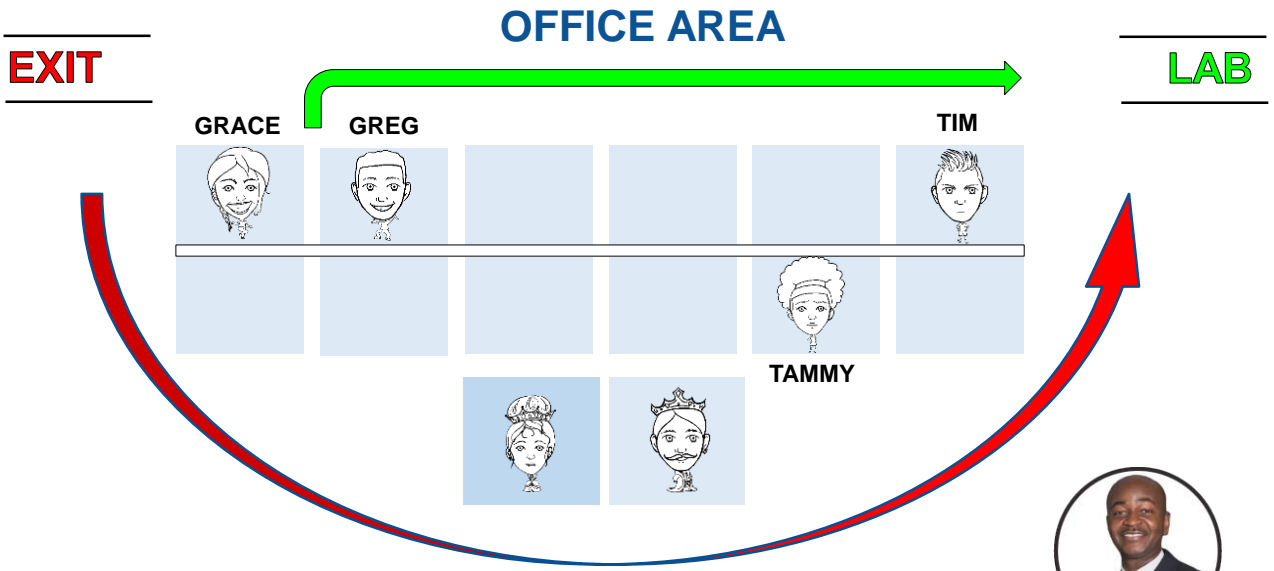


- 3 years of experience at Pharma Inc.
- Chemical Engineer I – Process Development
- Great problem solver
- Great at oral & written communication
- Defines success by
  1. COMPENSATION
  2. TITLE



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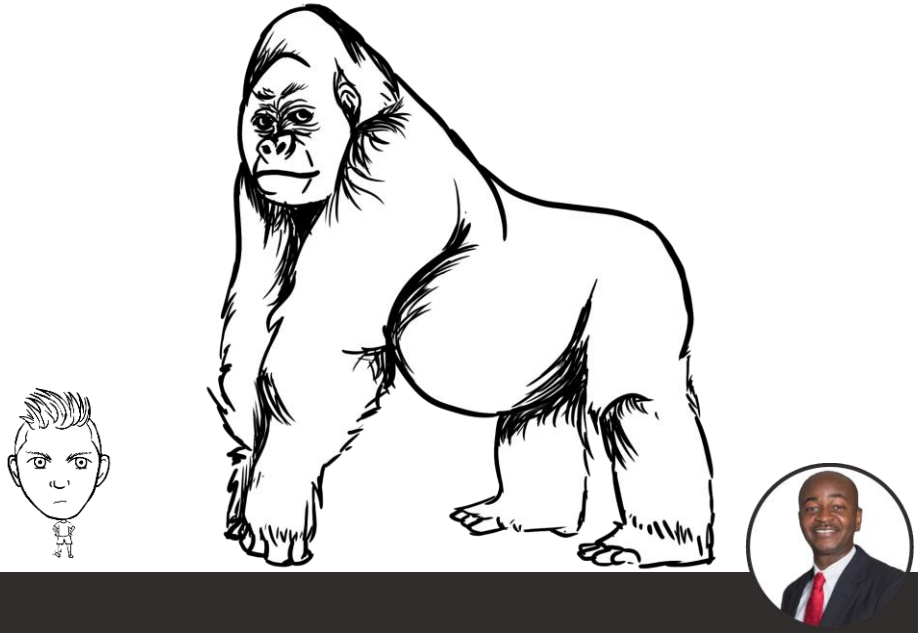
# BLIND SPOTS & NON-VERBAL COMMUNICATION



# DISCOVERING AND HONING SOFT SKILLS



# DISCOVERING AND HONING SOFT SKILLS

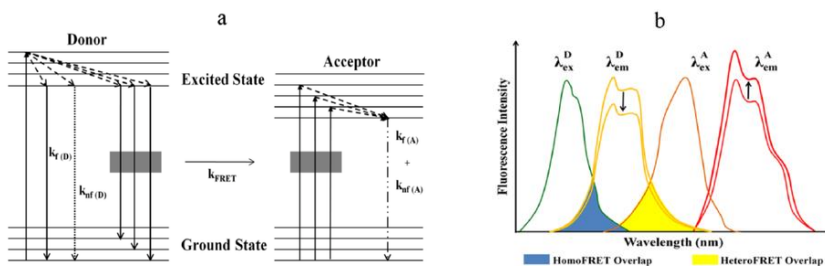


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## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Understanding FRET as a Research Tool for Cellular Studies - Scientific Figure on ResearchGate.

Available from:  
[https://www.researchgate.net/figure/a-The-figure-shows-the-Jablonski-diagram-demonstrating-mechanism-of-Foerster-Resonance\\_fig1\\_274030846](https://www.researchgate.net/figure/a-The-figure-shows-the-Jablonski-diagram-demonstrating-mechanism-of-Foerster-Resonance_fig1_274030846)  
 [accessed 14 Jun, 2019]

### How might this figure relate to soft skills and co-workers?

- You can have a positive impact on co-workers using fluorescent dyes
- FRET is homologous to the transfer of soft skills, energy, knowledge, habits etc.
- Light emission intensity can impact mood and the retention of new skills
- FRET demonstrates a person's receptivity of soft skills at lower energy

*\* If your answer differs greatly from the choices above tell us in the chat!*



## CONCLUSION

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- Attend the course “**Soft Skills for Scientific Success**” August 24<sup>th</sup> 2019, ACS National Meeting and Expo in beautiful San Diego, California
  - Uncover an array of soft skills that can positively impact your career  
<https://proed.acs.org/content/proed/en/in-person/soft-skills.html>
- Evaluate skill set
  - 360 (internal) – look for blind spots selecting participants from diverse areas of the organization
  - 360 (external) – look around for good or bad role models
- Obtain coaching, mentor
- MTBI Assessments
- Take advantage of free online and organizational trainings



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## CONTACT INFORMATION

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# THANK YOU!

Email: [Fred@scihoc.com](mailto:Fred@scihoc.com)

Phone: 404-615-5221



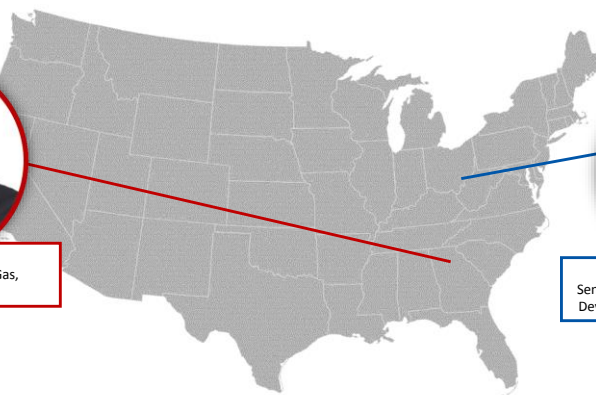
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## Breaking Bad: Discovering and Honing Soft Skills for Professional Growth



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# Precision Control of CRISPR-Cas9

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## New ACS Workshop!



### Essential Workplace Skills for STEM Industry Professionals

Sharpen the 4 professional communication and project management skills you need to advance in the first decade of your STEM industry career!

**Tuesday, August 27<sup>th</sup> | 9 AM – 4 PM | San Diego**



#### Topics:

- *Presenting Data Effectively to Management* Mark Jones, Executive External Strategy and Communications Fellow, Dow Chemical
- *Organizing and Running Effective Meetings* Matt Grandbois, Strategic Market Manager, DuPont Electronics & Imaging
- *Working Successfully Across Age Groups* Anthony (Tony) Noce, ACSF Assistant Director, Member Programs & Communities, ACS
- *Effective Project Management* Barry M. Weinstein, President, Barry M. Weinstein & Associates

<https://www.acs.org/STEMskills>

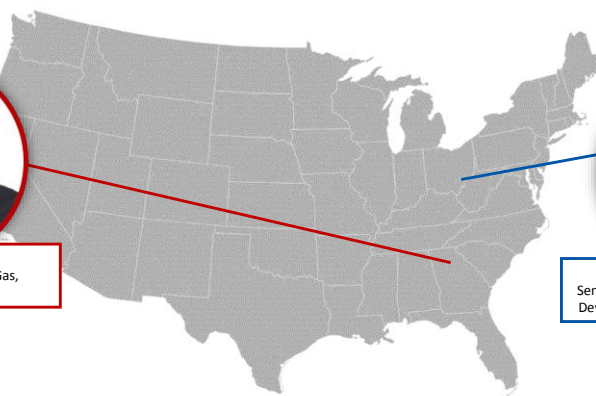
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### Breaking Bad: Discovering and Honing Soft Skills for Professional Growth



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**Jessie M. Rivers, Ph.D.**  
 Chemist, JLAJ Edenton  
 ACS member for 44 years strong!

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Mike Russell Erik

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Precision Control of  
**CRISPR-Cas9**

Watch Live | Thursday, June 27 at 2pm ET

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The banner features a background of a DNA double helix with a pair of scissors cutting through it. The word "CRISPR" is written in large, colorful, block letters, with "Cas9" in a smaller font to its right. The ACS logo and name are in the top left corner. A play button icon is in the bottom left, and the text "Watch Live | Thursday, June 27 at 2pm ET" is in the bottom center. The ACS Webinars logo and tagline are in the bottom right.

<https://www.acs.org/content/acs/en/acs-webinars/drug-discovery/crispr.html>

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