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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“We received what we were promised! We have to stay strong and respectful as well as try to empathize and understand others' motives and feelings.”

**Fan of the Week**

Jessie M. Rivers, Ph.D.
Chemist, JLAi Edenton
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#HeroesofChemistry
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Breaking Bad (habits)
Honing Soft Skills for Professional Growth

Dr. Frederick Meadows

THIS ACS WEBINAR WILL BEGIN SHORTLY...
Breaking Bad: Discovering and Honing Soft Skills for Professional Growth

Slides available now! Recordings are an exclusive ACS member benefit.
www.acs.org/acswebinars
This ACS Webinar is co-produced with the ACS Professional Education

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
HARD VS. SOFT SKILLS

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?

"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
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.”

HARD VS. SOFT SKILLS

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

EFFECTIVE USE OF COMMUNICATION TOOLS

- 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
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

EFFECTIVE USE OF COMMUNICATION TOOLS

EXIT

OFFICE AREA

LAB

TIM

TAMMY
EFFECTIVE USE OF COMMUNICATION TOOLS

What advice would you give Tim?

They won’t promote me!
I want a raise!
I work harder than anyone!


Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT

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

**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
BLIND SPOTS & NON-VERBAL COMMUNICATION

OFFICE AREA

EXIT  GRACE  GREG  TIM  TAMMY  LAB

DISCOVERING AND HONING SOFT SKILLS

PHARMA INC SKILLS BUS
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

➢ Attend the course “Soft Skills for Scientific Success” August 24th 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

CONTACT INFORMATION

THANK YOU!

Email: Fred@scihoc.com
Phone: 404-615-5221
Slides available now! Recordings are an exclusive ACS member benefit.

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Upcoming ACS Webinar
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Precision Control of CRISPR-Cas9

Watch Live | Thursday, June 27 at 2pm ET

https://www.acs.org/content/acs/en/acs-webinars/drug-discovery/crispr.html
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**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](https://www.acs.org/STEMskills)

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**ACS Webinars**

**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

*Slides available now! Recordings are an exclusive ACS member benefit.*

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