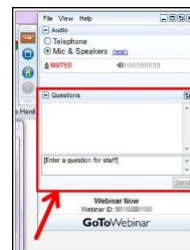
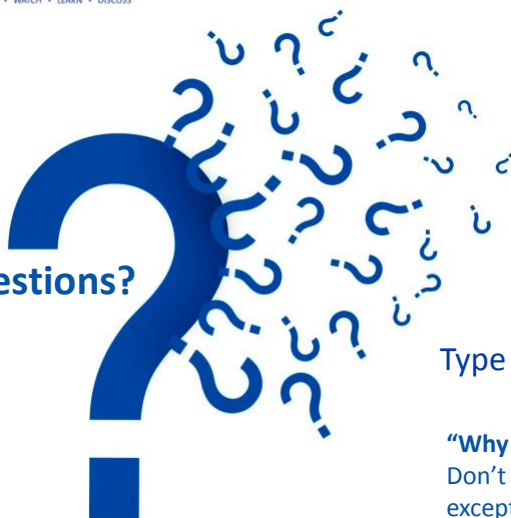




Have Questions?



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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1



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2



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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."

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

HOW TO COMMUNICATE WITH
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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>

7

#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.*

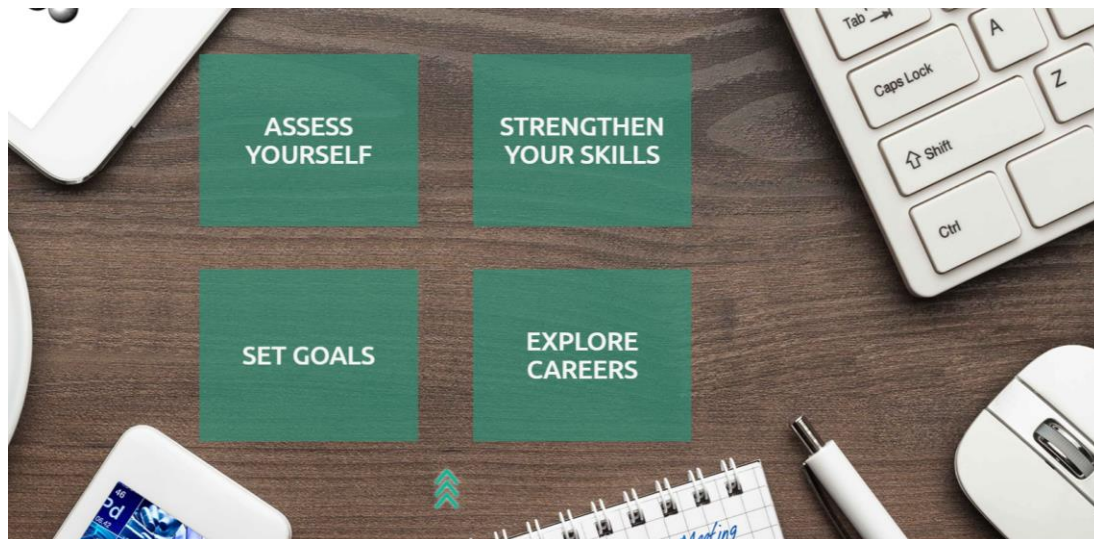
2018 Winners:



www.acs.org/heroes

8

An individual development
planning tool for you!



<https://chemidp.acs.org>

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Upcoming ACS Webinar
www.acs.org/acswebinars



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

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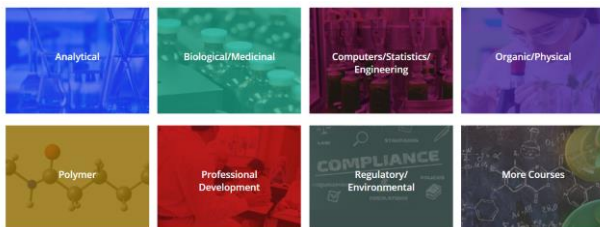
Register for a Professional Education course that meets your training needs!



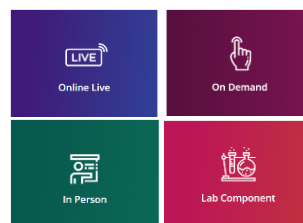
ACS Professional Education courses not only give you the tools you need to stay on top of new technology and growing trends in the science industry but also the professional development skills you need to advance in your career.

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11

Proudly Co-produced with **ACS Professional Education**

Breaking Bad (habits)

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

Dr. Frederick Meadows

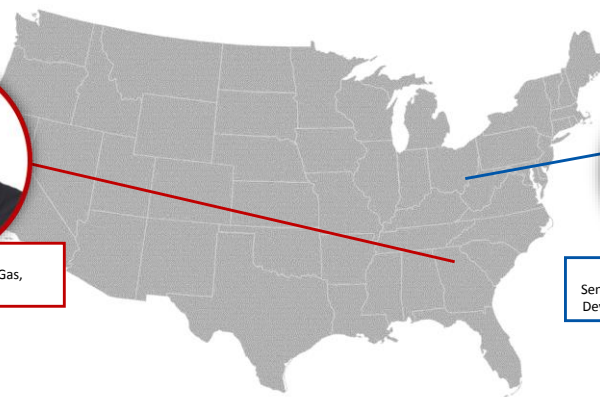
THIS ACS WEBINAR WILL BEGIN SHORTLY...

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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



14

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?



15

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



16

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



17

HARD VS. SOFT SKILLS

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



18

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

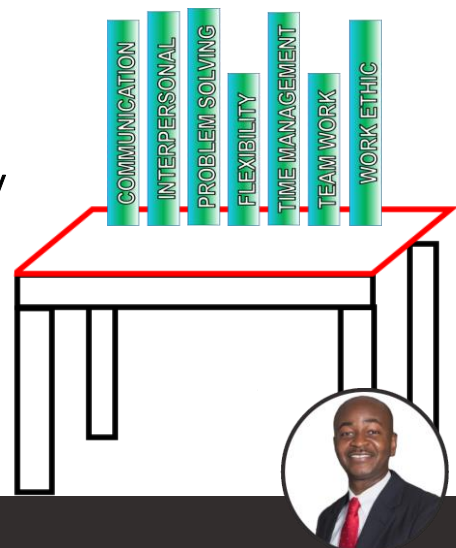


Frederick Soddy

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

BASIC SOFT SKILLS

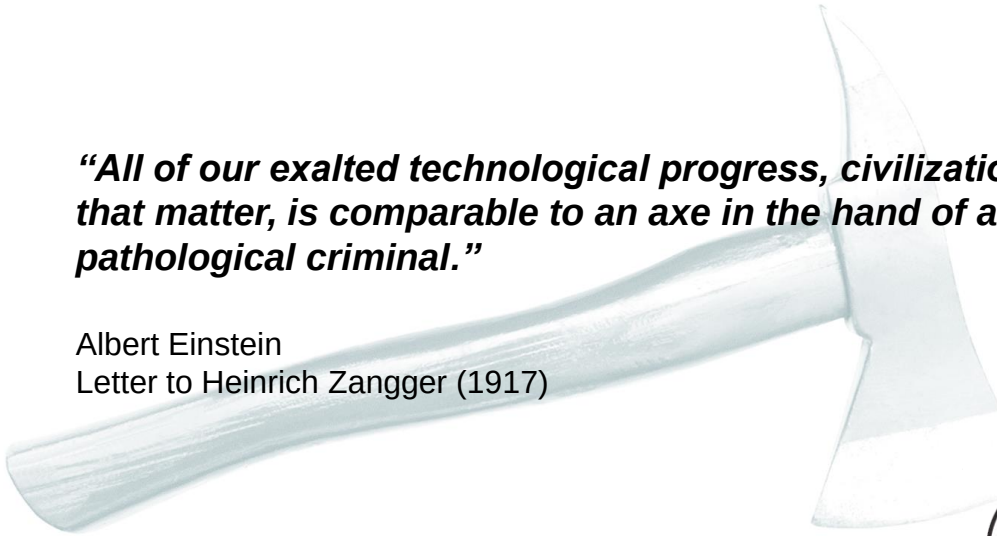
- May be assumed by employers and others
- Some may be innate
- Importance depends on role, industry, company
- Some are universally important



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)



21

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**



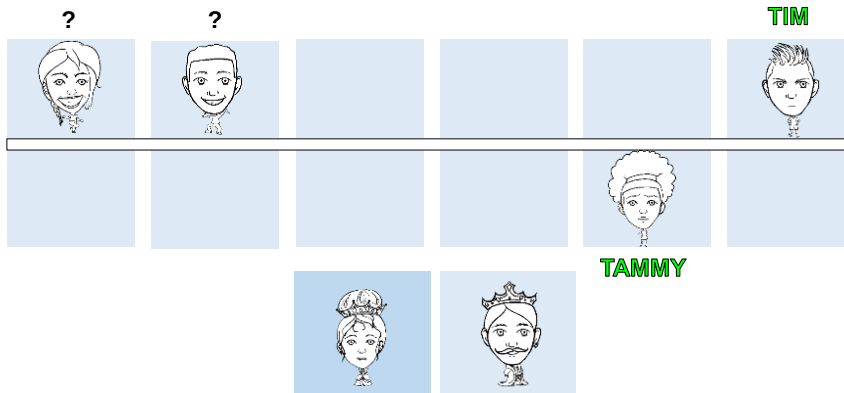
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EFFECTIVE USE OF COMMUNICATION TOOLS

EXIT

OFFICE AREA

LAB



24

EFFECTIVE USE OF COMMUNICATION TOOLS



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

What advice would you give Tim?

Training?
Industry?
Role?
Company?
Department?



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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.”



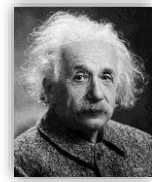
Edward Wilson



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**



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BLIND SPOTS & NON-VERBAL COMMUNICATION

GREG

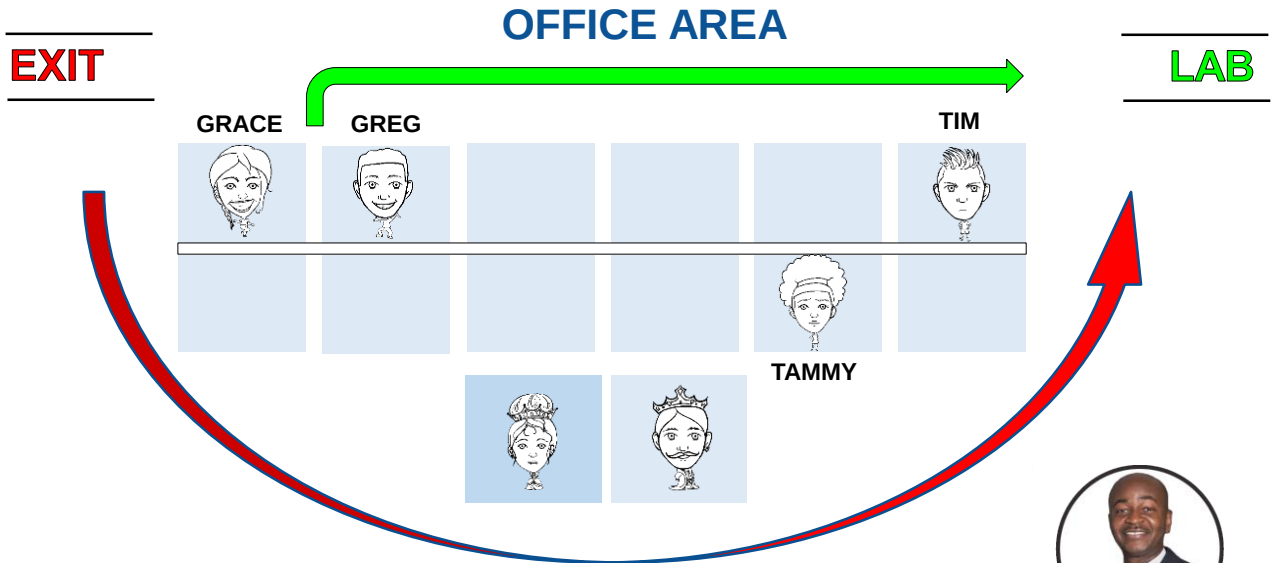


- 3 years of experience at Pharma Inc.
- Chemical Engineer I – Process Development
- Great problem solver
- Great at oral & written communication
- Defines success by
 1. **COMPENSATION**
 2. **TITLE**



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BLIND SPOTS & NON-VERBAL COMMUNICATION



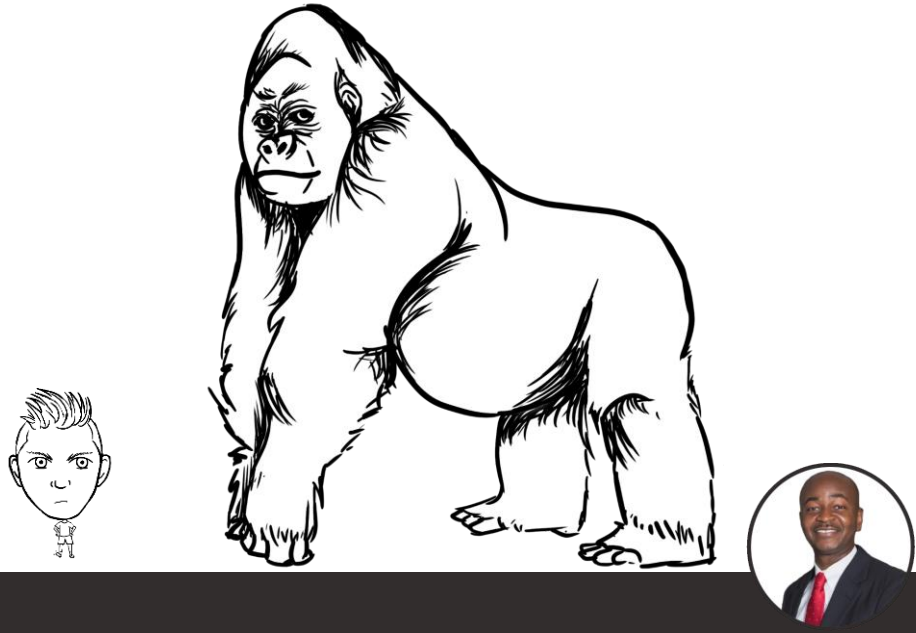
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DISCOVERING AND HONING SOFT SKILLS



30

DISCOVERING AND HONING SOFT SKILLS

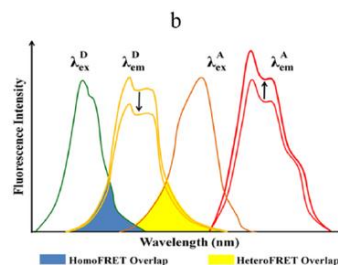
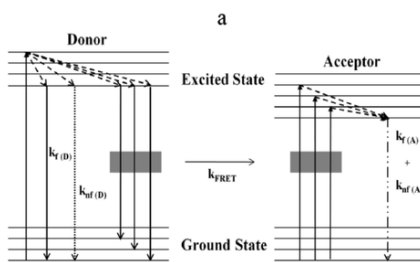


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Audience Survey Question

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
 [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

- 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



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CONTACT INFORMATION

THANK YOU!

Email: 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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Senior Manager of Oil and Gas,
Kemira



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Senior Manager, ACS Learning and Career
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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 27th | 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>

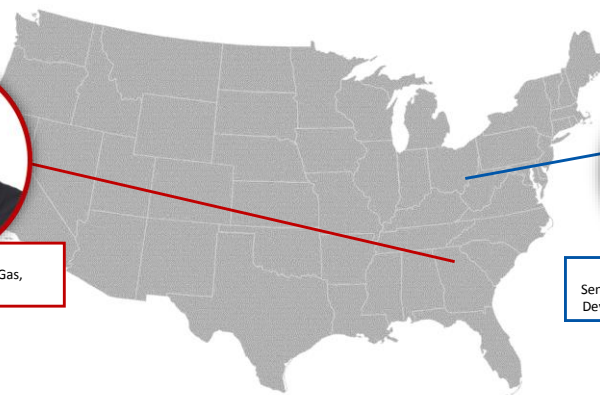
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Breaking Bad: Discovering and Honing Soft Skills for Professional Growth



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Senior Manager of Oil and Gas,
Kemira



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 Chemist, JLA Edenton
 ACS member for 44 years strong!

HOW TO COMMUNICATE WITH
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Mike Russell Erik

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Upcoming ACS Webinar
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The graphic for the webinar features a background of a DNA double helix with red and blue strands. Overlaid on the DNA is the text 'Precision Control of' in a large, black, sans-serif font, followed by 'CRISPR-Cas9' in a large, stylized font where the letters are composed of red and blue squares. In the top left corner, the ACS logo and 'Chemistry for Life' text are present. In the bottom left corner, there is a red play button icon. In the bottom right corner, the text 'Watch Live | Thursday, June 27 at 2pm ET' is displayed next to the 'ACS Webinars' logo, which includes a microphone icon and the tagline 'LOOK • WATCH • LEARN • GROW'.

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

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