INFORMATION AND REGISTRATION

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SFB 642  SFB/TR 29
SFB 837  SFB/TR 87
SFB 874  SFB/TR 103
GRK 1817  FOR 1498
It is an important aim of the planned equality measures to make gender-specific behaviour in the academic everyday life of the involved collaborative research centres transparent. Furthermore, this behaviour and the effects connected with it shall be reflected. Thus, the participating scientists and researchers are enabled to perceive their own behavior and that of others with a more differentiated approach and to expand their behavioural repertoire by further courses of action.

**INTRO AND EXTOVERTS**

**ANOTHER “LITTLE DIFFERENCE” – AND ITS EFFECT ON THE PROFESSIONAL LIFE** *(SEMINAR LANGUAGE ENGLISH)*

**Target group:** Early stage researchers in collaborative research centres and research training groups

Do you know if you are an intro or extrovert? And do you know what this “little difference” means for you and for others? Personality psychologists deem it to be nearly as important as the difference between the sexes.

Dr. Sylvia Löhken will offer you an access to the characteristics of introverts and extroverts. You will simultaneously learn to assess yourself and others from this new point of view. Standardized communication following a pattern belongs to the past. Find out how to tailor your exchange with others – just as it suits your strengths and needs. In a way that you can adapt to others, even if they are wired differently than you are: no matter if it is the introverted superior or the extroverted employee, the introverted administrative staff, or the extroverted research assistant.

**Lecturer:** Dr. Sylvia Löhken

**Date:** 15.10.2013, 17:00 - 18:30

**Registration deadline:** 08.10.13

**ASSESSMENT AND SELECTION – FACETS OF A COMPLEX SITUATION** *(SEMINAR LANGUAGE GERMAN)*

**Target group:** Early stage researchers in collaborative research centres and research training groups

Even if they take place regularly, assessment and selection processes are exceptional situations for everybody involved. “Peer Review” implies that an assessment is done by peers – by coequal persons. Nevertheless, applicants for scientific positions or grants from funding agencies often perceive these situations as imbalanced. Apart from differing professional points of view, this can be due to different communication structures. Research on assessment and selection processes could verify that gender-specific differences play an important role in this.

This regards the delivery and perception of scientific contents as well as – in interactive processes such as the presentation in front of a review board - the performance part. It is estimated that the spoken word of speakers has a share of 20 per cent of the overall impression an audience gets from listening. This shows that, apart from the professional competence, the capability to perform convincingly is of central importance.

The lecture addresses the content dimension and target group perspective in assessment and selection processes, as well as the performance aspects. The aim is to make the participants understand the facets of assessment and selection processes, so that they are able to successfully participate in the implementation of such and to attain more equal opportunities.

**Lecturer:** Dr. Beate Scholz / Heike Hofmann

**Date:** 12.12.2013, 18:30

**Registration deadline:** 25.11.2013