

Quadrant II Newsletter

Research shows that the difference between leaders who derail in their career and those that soar to great heights is social skills. Social skills appear in the second quadrant of Stephen R. Covey's Importance-Urgency matrix: social skills are important to a career but not urgent (Covey is author of the top-selling business book *The 7 Habits of Highly Effective People*). Quadrant II provides an opportunity for business and technical professionals to learn and try out new social skills based in science.

17Dec2017, author: Valerie Patrick, PhD, *How to Get Ahead over the Holiday Break*

Quotable (*Key Message*)

Because knowledge is increasing exponentially, we need to be smarter about continual learning.

Quantify (*The Science*)

Knowledge is growing exponentially. The amount of digital information is multiplying by ten every five years

(<http://www.economist.com/node/15557443>). Global scientific output doubles every nine years according to bibliometric analysts Lutz Bornmann, at the Max Planck Society (in Munich, Germany) and Ruediger Mutz, at the Swiss Federal Institute of Technology (in Zurich, Switzerland)

(<https://arxiv.org/abs/1402.4578>). Furthermore, knowledge is becoming obsolete at a more rapid rate. Samuel Arbesman, an applied mathematician and network scientist and fellow at Harvard University's Institute for Quantitative Social Science, explains why knowledge can change faster than we do in his book *The Half-Life of Facts: Why Everything We Know Has an Expiration Date* (<http://www.arbesman.net/the-half-life-of-facts/>). The bad

news is that given this knowledge climate, it's increasingly difficult to stay abreast of your field and be a valuable contributor. The good news is that we can increase our ability to learn. Our ability to learn is measured by intelligence test scores (<https://futurism.com/intelligence-changing-what-you-think-you-know-part-one/>). A recent meta-analysis supports the Flynn Effect which shows how intelligence test scores, which historically have been thought of as “fixed,” have continued to rise in many parts of the world over the past century (<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4152423/>). Thus, rather than stay abreast of your field, focus on improving your ability to learn what is most important to you making valuable contributions.

Qualify (*Put into Practice*)

Stop trying to keep up on everything of interest and instead focus on what is most important for you to learn. You can be your own data scientist to extract wisdom from the exponentially growing information in the world. This begins with knowing what you are looking for and why you are looking for this information.

Think about what one challenge, if effectively addressed, could unleash a new level of performance from you in the new year. Write down what that challenge is and why addressing this challenge will unleash new levels of performance – be as specific as possible. Now state the challenge as a problem statement: How to ..., In what ways might I ..., How might Once you have written your problem statement, try Googling: “the science of _____,” “the wisdom of _____,” “research about _____.” Identify a book to read, an expert to research, or a new topic to learn about via free on-line courses (i.e., iTunes University, MIT OpenCourseWare) and on-line educational talks (i.e., TEDEd, You-Tube) to address the challenge you have identified. Check that the resources you identify are relevant to the what and why you wrote down

above. You can prioritize the resources identified according to relevance. From the neuroscience of learning, focus no more than 20 minutes at a time with no interruptions. After 20 minutes of focus, pause to reflect on how the content is relevant to you and write down your insights before focusing for another 20 minutes. (<https://neuroleadership.com/portfolio-items/the-science-of-making-learning-stick-an-update-to-the-ages-model/>).

Quip (*Fun*)



Continual learning does not mean trying to keep up as Lucy and Ethel fail to do in this chocolate factory scene from *I Love Lucy*.

Quest (*Resources*)

Click on this link to take a short survey on traits of technical people and you will receive the final list of technical traits with a white paper on how these traits can be leveraged for leadership:

<https://www.surveymonkey.com/r/63KKV8K>

Here are my new offerings to help technical professionals be FAB (faster AND better):

- Leadership development of technical professionals
- The science and business benefits of climate change workshop
- Customized speaking engagements on teamwork, leadership, innovation, and sustainability (such as “Unshackle Your Team: 5 Ways to Unleash High Performance” and “Stop Walking on Eggshells: How to Improve Male-Female Workplace Interactions”).

Contact me (412-742-9675 or valerie.patrick@fulcrumconnection.com) to learn more or to set up a complimentary 30-minute consultation.

About Fulcrum Connection LLC

Fulcrum Connection specializes in instructional design, training, speaking, facilitation and consulting to develop skills in leadership, innovation, sustainability, troubleshooting teamwork, and managing technical professionals.