

Key Skills Reflection: Problem Solving and Flexibility

Key skills overview

The skills developed on Mygrow are a result of the knowledge that is gained and the techniques that are done. The key principle in developing these skills is to “do it well and to do it often”. Towards the end of the eighth quarter, if you are doing at least 3 droplets a week, it is likely that you are in either the Problem Solving or Flexibility module.

Problem Solving: Technique

Key skills	Description	Workplace Example
Positive problem orientation	View problems as challenges that can be solved. Show agency, embrace negative emotions and display endurance in the problem solving process.	When presented with a problem at work, actively try to view the problem through a positive lens.
Functional problem-solving style	Practising planful problem solving: Problem definition Solution ideation Solution choosing Solution implementation and evaluation.	Rather than jumping in impulsively or avoiding the problem, you go through the planful process step by step.
Emotional signpost awareness	Noticing what your emotions are trying to tell you.	Asking yourself the following when problem solving: What emotion am I feeling? What does it mean? How might they influence my plan of action? Is this what I want?

Flexibility: Technique

Key skills	Description	Workplace Example
Acceptance and Commitment	Accepting the inevitability of our suffering and committing to what we deeply value in order to build psychological flexibility.	Rather than fighting that work is difficult sometimes, you embrace it and find a way to connect your personal values to what you are doing.
Values aligned living	Knowing your values and living a life that is in line with them. Using your values as a map for your life and decision making processes.	If family time is something that you deeply value, then you will make work commitment decisions that allow for family time to be a priority.
Mindfulness	Present moment awareness is often also referred to as connection with the present moment or mindfulness.	Taking a deep breath at work and making time to practise a mindful exercise over lunch to de-stress.

How to facilitate the exercise

Time: 30 - 45 minutes, depending on group size

Preparation:

- Read the key skill information above thoroughly.
- Consider your own responses so you are prepped to share.

Purpose: Key skills reflection

Facilitation:

1. Have the group sit in a circle if in person.
2. Share the key skills above with the group, as well as the examples of how these could look at work.
3. Ask the team to take turns discussing and answering the following questions:
 - a. Which key skill did you grow in the most?
 - b. How can you use this key skill to benefit your team?