

Bridge for Researchers in Danger Going to Europe



Before we start...

- You are welcome to participate:
 - Ask questions
 - Give feedback
 - Comments
- To do so:
 - Jump in when appropriate, like if you need a clarification.
 - But when we are taking turns, please, type in the chat, that you want to go next, so that all participants know and also, so that our facilitator can accommodate you.



Let's get acquainted!

Share with the group: (no personal info required)

- Name/nickname (you do NOT need to provide a real name)
- What do you hope to gain from this webinar?
 - Please, share with us within a sentence!
- My name is Aneta Morfova.
- I hope to hear many and different perspectives!



How I present myself and my skills

Look for the differences, so you can find the similarities!



What comes to my mind is...

There are three elements that I see in this title:

- How I present...
- Myself...
- My skills...



Presenting...

When we present we are:

Saying something to somebody that doesn't know...

- **Our background** – where we are from, the setting in which our life accumulated its meanings...
- **Our reality** – what it's like for us to be a father, mother, single, a refugee...
- **Our measurements** – not just the difference between kilometers and miles, but what is a glass half full for you...
- **Values** – what is precious to you, what is important, what are your principles...
- **Culture** – as much as we'd like that there be a right and wrong, a clear line between truth and lie, there is no good and bad culture, there are only differences...



Presenting...

When we present we are:

Saying something to somebody that doesn't know **YOU** and everything that makes you – **yourself**

And it is a challenge, when you are speaking to somebody from your own culture, let alone somebody that has had nothing in common during his upbringing as an individual.

- **For example:** people from the same country will have a unified sense of the value of different elements... like in Sofia, we know that the University of Sofia holds a higher rank than the university X... and when I say to somebody, I graduated the University of Sofia, I am not just stating a fact!!!

So now what?



Presenting...

So, we need to actually say it!

We need to unfold the meaning that words hold for us, because they are probably not providing the listener with the same context.

Still, we need to keep it professional and to the point!

- **For example:**

- I graduated the University of Sofia, which offers the best education in Bulgaria in that field.
- I have a family and I consider it my responsibility to be able to provide for them.



Presenting...

We need to actually say what we mean.

Have you had instances when you have said something and realized later that the speaker has not understood the meaning you convey?

Please, share with us!



Presenting...

- Giving information
 - Who gives it?
 - To whom is it given?
 - What does it contain?
 - Why is it provided, what are we getting out of it?
- Taking questions
 - Why are they asking?
 - This is insulting!
 - They are breaching my personal space!
 - This is culturally inappropriate!
- Answering questions
 - Humor them?
 - Tell them all about it!
 - Show them how much you know!
 - They're so young, how dear they ask you!



Presenting...

- Think about how you can manage to tailor the information you want to provide to the person or people that you are presenting to.
- Consider what you want to say and what the best way to say it is.
- Try to think about it from their perspective, what is valuable to them, maybe provide examples that are understandable to your target.



Myself...

So... that's a very abstract concept!

We often go through huge chunks of time without self-actualizing our perception of ourselves.

In Bulgaria, in the beginning of democracy, there were many criminal organizations and the people who took part in those organizations considered themselves invincible. Now, many of them are old and poor men, who do not realize that, they talk as if they are those crime bosses and to the public its funny.

I know that in many Arab countries, there are families whose name is enough to open doors. But if somebody who is used to special treatment because of their name comes to Europe, he will be disappointed as nobody will recognize him as "special".

What does come to mind when you say myself...?

Type in the chat section or share verbally!



Myself...

When we say MYSELF we include everything that we are...

- A child of our parents (regardless of how old we are)
- A man/woman
- A brother/sister
- A husband/wife or single
- A father/mother
- A football fan
- Looking for love or devoted to career
- A person that likes chicken or is vegetarian

- **EVERYTHING!**



Myself...

- What part of “myself” is the employer interested in?
 - Qualifications and experience – straightforward...
 - Personal traits; which, why and how...
 - Professional – team player, leader, problem solver, works under pressure, meets deadlines... examples!
 - Social – family wise, friendships, political views, religion...
 - Future plans... why?
 - Imagine what you want...how does that job play a role?
 - Read about your company... how do you play a role in their development?
 - Share it!
 - Keep it professional!
 - Where do your goal intercept with the employers’ goal?



My skills...

What does come to mind...?

Please, share with us...

Let's try to sum up all the possibilities!



My skills...

- Professional skills – fixed or flexible...?
 - Job opportunity = expertise
 - Job opportunity is compatible with expertise
 - Job opportunity is a new venture



My skills...

- Cultural translation – can we do it?
 - Different standards for good/bad, acceptable...
 - Different meaning of communication – asking questions, handshaking...
 - Different values across fields and cultures
- How about similarities???
- Can we find them...?



My skills...

- Transferring learning and experience
 - Break down all acquired knowledge, experience and skills to the smallest components
 - Do the same for the job opportunity requirements – break them down to the smallest components
 - Now, having in mind what the employer wants, rearrange your experience and knowledge to see how it fulfils the requirements!
- The difference between a glass half full and one half empty is in the perception of the viewer!



My skills...

- Transferring learning and experience
 - For example – women in employment:
 - I get a lot of families that need to work both husband and wife, and most cases the woman says – I have no skills! I have never worked!
 - I ask: how many children do you have? And usually it 4 to 7!!!
 - Now, to me, this means that this a very capable and strong woman, who will not only manage to learn the skills required to do her job, but will actually find any job easier than looking after 6 kids!
 - And this is usually true.
 - There is one problem – she misses her children! So, what we try to do is find part time opportunities!
- So in this example: we see how we can transfer experience, we also see that disregarding personal values can sabotage your employment.



How I present myself and my skills

- Look for the differences, so you can find the similarities!
- Let's discuss!
- Please, share with us any comments, give feedback or ask questions!



You have the right!

I have many refugee colleagues... what I've learned from them...

Making changes! Changing perspectives!

I have been perceived as..., and that was accurate, however, I now believe that I am... and will appreciate your support by allowing me to explore!



Is this an end or is it a beginning?

Confidently explore yourself and what you're made of!

This will not break or damage you!

It will make you stronger by making you more flexible!

Your interview, conversation with colleague – it's not just “them” exploring you, it is an opportunity to explore yourself and them!



**Thank you for your
attention!**

