You're listening to, You've got this Episode 309. Welcome to You've Got This, a weekly podcast for higher education professionals looking to increase their confidence and capacity for juggling the day to day demands of an academic life. I'm your host, Dr. Katie Linder on this episode, I thought I might talk about 10 skills that I've developed in the last 10 years.

Now, the reason that I'm thinking about the last 10 years is because it has been a little over 10 years now since I graduated with my PhD, and it is so I. To me to continue to share out what I'm learning because I think sometimes people think, Well, when you have your PhD, you're kind of done with learning.

But there's so many things that I have learned over the last 10 years that have been really integral to my professional life, to my personal life, and I thought it would be interesting to kind of share out what some of those things are and how I've. Picked up, uh, the different things that I've learned, and it's usually pretty non-traditional.

I've, I've not really walked into a classroom for a lot of these different kinds of things, and I would also encourage you to take a look at your last five or 10 years and really think about what are some of the skills that you've picked up. I think sometimes we learn these things over time and then we kind of like forget that we've, we've like actually spent a decent amount of time picking up these skills.

So I thought I would just chat through 10 different things that were on my list that I've learned in the last 10 years. So the first one that I put on this list was book writing. Um, because I have written several books in the last 10 years. The first book that I started was, In that early part of that decade.

And, um, that was my dissertation, which I eventually turned into a book, and then I started writing other books that were more focused on professional development, like the blended course design workbook, and, um, some edited collections and different kinds of things. At this point, I think I've written, um, or co-authored or edited like seven or eight different books, and this is something that I feel like you just kind of pick up over time.

Like once you start to. Write book length manuscripts and like work with different publishers and work with editors. Like there's a lot of tacit knowledge that is kind of out there that you have to just kind of learn through experience. And so this is one that I really felt like was more experiential for me.

I. Every different book that I've written or collaborated on, um, has taught me different things. And so right now, for example, I'm working on the second edition of the blended course design workbook. I've never done a second edition before, so it's another great learning opportunity for me to pick up. You know, one more thing about book writing.

The second skill that I developed in the last 10 years, um, followed the book writing, which is keying. Um, once I started writing books, I was getting invitations to do keynotes and different workshops and things for conferences and different campuses, and I actually did a pretty deep dive into how do you do a good keynote?

Now, this was something that at one point I actually hired a coach to help me design a keynote so that I could kind of learn the skill of how to do that. , but I had been keying even before I hired that coach, I had been doing a lot of reading about effective speaking and was definitely watching a lot of other speakers to see how they were doing it.

So this was definitely something that I felt like I picked up over time with both experience and reading and, um, dedicating some of my own time and resources to hiring a coach. The third skill that I put on this list was grant writing. So this was something that I started to do pretty early in my career.

And, um, I'll be honest, part of the reason I picked up this skill is because I felt like it's one of those skills that makes you a little bit, um, more kind of flexible in, in the job market. And I felt like grant writing is something that everybody. Everybody needs money at some point, like everybody's gonna want a grant writer.

And I just felt like early in my career when I wasn't quite sure what I was gonna be doing, I wanted to have as many skills as I could that felt transferable. And grant writing felt like one of those skills. So I started grant writing early in my career with kind of some internal grants to my institution, and then I did some local foundational grants, and then I did some larger like national foundational grant.

In, uh, the job that I had where I ran a research unit and I felt like I really came to understand the basics. I mean, I definitely wouldn't call myself an expert grant writer, but in a few years time I had written grants that amounted to like over a million dollars for the different institutions that I was working with.

Now, for some people listening to this, you're thinking, that's actually not that much. And, and relatively speaking, it's. But it gave me the experience of getting a few different grants to that successful place of having them funded and um, also becoming a, a PI for a grant. And that kind of experience as a principal investigator also helped me to understand how grants function.

Okay. The fourth skill that I added to my list, um, not too surprisingly if you're listening to this show, is podcasting. So I first started a podcast on behalf of, uh, the institution I was working at, at Oregon State when I was in that job. And then I started this show and I started various other shows and have really developed.

My podcasting experience over a period of years. At this point, I have been podcasting for about six years, pretty consistently. This is a weekly show, and so I've been weekly podcasting for like six years and really, really enjoy this medium. I think it's a wonderful medium for introverts and so I'm so glad that I have, uh, this particular skill and then I've been able to connect with so many cool people through this experience of podcast.

The fifth skill that I added to my list is entrepreneurship. So, um, about six years ago, I, I had, uh, a business that I launched and I was doing stuff kind of as a solo practitioner before that, a lot of speaking and keying, like I mentioned. But, um, about six years ago, in the fall of 2006, I, um, actually launched my l.

And this was for speaking. Eventually it became for coaching and now for my coach training business, and there are so many skills that I feel like I have picked up. Entrepreneurship is definitely kind of a larger bucket for a bunch of other skills around things like marketing, social media engagement, content creation.

Working with clients, um, all kinds of backend stuff like bookkeeping and invoicing. And there are so many things that kind of came along with that skill set that have been so useful to me, not just in my business but in various parts of, of day jobs that I've had and, um, all kinds of other interactions that I've had with clients.

And, um, that's been a really, really crucial skill set for me to pick up. Now that is a skill set that I feel like I did through experience. I definitely picked it up that way. But I also did a lot of, um, reading and podcast, listening about entrepreneurship, small business freelancing, to really try to understand what were the skills I needed to do that successfully.

And, um, this is in part why I created my Slow Hustle program, which, um, is launching again in 2023. I'll link to it in the show notes. And I, I felt like there's a lot of stuff out there that's free and, and easy for people to find. But it is a kind of learning curve to try to figure out what are the things you really need to know?

What are the things that, um, you need to start with versus like learning later on. And so slow hustle is really meant to kind of shorten that learning curve for people and make it feel less intimidating if you're trying to start a business. Um, because a lot of it I did learn on my own and I wanna help other people to learn it more easily as.

So closely following on that, of course, a skill set I developed in the last 10 years is coaching. So I did a lot of coaching in one of my early jobs when I was working in faculty development, but I didn't really have like official training or credentialing in coaching. And so, um, eventually I decided to do that and I pursued my coaching credential.

And if you've been following the show for a while, I've definitely talked about that in various spaces. I. Um, emphasize enough how transferable the skill of coaching has been in my professional life. I use my coaching skills all the time as a leader, as a manager, as a colleague. Um, it comes up so much.

And of course I'm coaching private clients and now I do coach training, and there's so many ways that this has enriched my life. So, um, of course I'll link to information about coaching in the, the show notes if you wanna learn more. . Um, but this is one of the things that I would say is probably one of the top three skills that I've picked up in the last 10 years that has been so crucial, um, to me personally and to me profess.

The next set of skills I added to my list is yoga and meditation. So if you've been following the show for a little while now, you know that over the pandemic I pursued a yoga teaching credential as well as a meditation teaching credential. And this was something that, um, gave me, I would say, a really solid baseline for understanding my own practice of yoga and meditation.

And for understanding kind of the range of different forms of yoga and meditation and what might work best for me, um, it's definitely something that I feel like I am not as consistent in my own practices as I would like to be, but having the skill set in a deeper way know helps me to know that I can kind of come in and out of it when I need to.

Okay, a few more skill sets from the last 10 years. These are the more recent ones. So, um, the next one I added to this list is project management. So of course over the pandemic. I also earned my pmp, which is, um, a credential from the Project Management Institute. And, um, this is something that I think totally I picked up by experience and the pmp.

You basically take this exam when you have at least five years of experience managing projects. Project management is something. Feel comes very naturally to me. I'm a systems thinker. I'm someone who really likes to be organized and I like to help other people do that kind of stuff too. And so I've managed a lot of projects over the course of my career.

The skillset that I think really dovetails with that, and the one that I'll talk about next is change management. because oftentimes when you're managing a project, there's a layer of change management in that project. And so I did become in this last year a certified change practitioner, which I find to be fascinating as a skill set.

And because I can combine that with project management, it gives me a lot of literacy to talk with other project managers and change managers that I'm encountering. Throughout different things that I'm working on at my institution and also across other institutions. So that's been a really crucial skill set for me most recently when I've been managing a lot of change projects.

And then the last skill set that I decided to add to this list is also something that has kind of grown out of the project management and change management work that I've done, and that is strategic communication. Now, I think that this combines a little bit with the writing that I did early in my career.

So, Book writing and grant writing and all these other kinds of skills that I've been able to develop. But strategic communication is often tied in to project management and change management because you're having to think about who are the different groups that are involved in these projects and when do they need to know things, and what do they need to know things and how do they need to know things.

So there's often different like communication plans that you would put together for different stages of a project for helping people to understand their role in, um, a particular change that's happening. And I feel like sometimes, like 30% of my job is strategic communication. Like it's a. Big part of what I do now is thinking about emails and reports and different ways of communicating in meetings and all those different kinds of things.

And, um, that is a skill that I feel like has been very tied in with the change management work that I do. And so I've learned a lot about it. By working with different marketing and communications professionals over the last, I would say, like five to seven years at different jobs that I've had, but also change management focuses a lot on strategic communication, so I definitely picked it up through some of that training as well.

So as you can hear, there's a lot of, uh, different skill sets I've picked up, but through experience, through reading, through listening to podcasts, through being mentored in different spaces by colleagues, um, and definitely through. Of course, you know, pursuing different kinds of credentials. I would love to hear what kinds of skills you have developed over the course of your career.

You can always email me at hello@drkatielinder.com and tell me a little bit about what are the skills that you found most crucial to you in your personal and in your professional life. Thanks for listening. Thanks for listening to this episode of You've Got This. You can access show notes and transcripts for each episode@drkatielinder.com slash podcasts.

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