

1. OVERVIEW

Subject area	Personal Development and Impact
Degree	Bachelor's Degree in Industrial Organisation Engineering
School/Faculty	Faculty of Science, Engineering and Design (STEAM)
Year	First
ECTS	6
Type	Compulsory
Language(s)	Spanish
Delivery Mode	On campus and Online
Semester	1º

2. INTRODUCTION

Personal Development and Impact is a transversal subject taught in all degree programmes and is based on learning multiple intelligences. By the end of this course, students will have acquired personal and professional skills, increased their level of self-awareness, and learned to take responsibility with a realistic and positive approach to finding work.

This subject has a key role in the subject syllabus given that future professionals need to influence and impact on their professional surroundings, being able to communicate easily and adapt to diverse situations and types of people in their working lives.

3. SKILLS AND LEARNING OUTCOMES

Basic skills (CB, by the acronym in Spanish):

- CB4 - Students can communicate information, ideas, problems and solutions to both specialist and non-specialist audiences.
- CB5 - Students have developed the learning skills necessary to undertake further study in a much more independent manner.

Cross-curricular skills (CT, by the acronym in Spanish):

- CT1 - Ethical values: ability to think and act in line with universal principles based on the value of a person, contributing to their development and involving commitment to certain social values.

- CT3 - Teamwork: ability to integrate and collaborate actively with other people, areas and/or organisations to reach common goals.
- CT4 - Written/spoken communication: ability to communicate and gather information, ideas, opinions and viewpoints to understand and be able to act, spoken through words or gestures or written through words and/or graphic elements.
- CT5 - Analysis and problem-solving: be able to critically assess information, break down complex situations, identify patterns and consider different alternatives, approaches and perspectives in order to find the best solutions and effective negotiations.
- CT6 - Adapting to change: be able to accept, consider and integrate different perspectives, adapting your own approach as required by the situation at hand, and to work effectively in ambiguous situations.
- CT7 - Leadership: be able to direct, motivate and guide others by identifying their skills and abilities, in order to effectively manage their development and common interests.
- CT8 - Entrepreneurial spirit: ability to take on and carry out activities that generate new opportunities, foresee problems or lead to improvements.
- CT9 - Global mindset: be able to show interest in and understand other customs and cultures, be aware of your own biases and work effectively as part of a global community.

Specific skills (CE, by the acronym in Spanish):

- CE17 - Ability to evaluate and apply principles of ethics and social responsibility to data science projects through analysis of their impact on people and the environment. This also includes compliance with professional code of conduct and current legislation.

Learning outcomes (RA, by the acronym in Spanish):

After passing the course the student will be able to:

- **RA1: Understand the following:**
 - The dynamic and development of work teams and how to manage them effectively.
 - How to involve the ideas and opinions of others in the decision-making process and learn how to work towards the development of others.
 - The importance of self-awareness and how to control emotions.
 - Identify interests, needs and perspectives of others in interpersonal relationships.
 - Identify new opportunities and hindrances to change, and take informed decisions in uncertain times.

- **RA2: Perform the following:**
 - Carry out collaborative projects to demonstrate the ability to lead and work effectively and efficiently as a team.
 - Use effective communication strategies in the professional world, both spoken and written.
- **RA3: Apply the following:**
 - Make value judgements and taking responsibility for your own actions and those of others, based on the established legislation.

The following table shows how the skills developed in the subject area match up with the intended learning outcomes:

Skills	Learning outcomes (RA, by the acronym in Spanish)
CT6, CT8, CT9, CE17	RA1 Understand the following: · The dynamic and development of work teams and how to manage them effectively. · How to involve the ideas and opinions of others in the decision-making process and learn how to work towards the development of others. · The importance of self-awareness and how to control emotions. · Identify interests, needs and perspectives of others in interpersonal relationships. · Identify new opportunities and hindrances to change, and take informed decisions in uncertain times.
CT4, CT5	RA2: Perform the following: · Carry out collaborative projects to demonstrate the ability to lead and work effectively and efficiently as a team. · Make an ethical evaluation of cases related to professional activity, taking decisions and being able to defend them appropriately. · Use effective communication strategies in the professional world, both spoken and written.
CB4, CB5, CT1, CT3	RA3 Apply the following: · Make value judgements and take responsibility for your own actions and those of others, based on the established legislation.

4. CONTENTS

The subject material is divided into the following units:

- Unit 1.** Personal development.
- Unit 2.** Emotional intelligence in interpersonal relationships.
- Unit 3.** Change and ability to adapt.
- Unit 4.** Proactive thinking.
- Unit 5.** Well-being in personal and professional contexts.
- Unit 6.** Personal impact.
- Unit 7.** Communication in the professional world.
- Unit 8.** Reasoning and synthesis.
- Unit 9.** Presentation and writing.

5. TEACHING/LEARNING METHODS

The types of teaching/learning methods are as follows:

- Case study
- Problem-based learning (PBL)
- Project-based learning
- Service learning

6. LEARNING ACTIVITIES

The types of learning activities, plus the amount of time spent on each activity, are as follows:

On campus:

Learning activity	Number of hours
Debates and discussion	15h
Review and analysis of materials	30h
Case study analysis, problem-solving, projects, simulation	30h
Tutorials	6h
Independent working	54h
Tests and self-appraisal	15h
TOTAL	150

Online:

Learning activity	Number of hours
Master lectures and online lectures	36
Problem-solving	4
Case studies	20
Online forum (debates and discussions)	18
Learning contract (definition of interests, needs and objectives)	2
Study of course content and additional documentation (independent working)	61
Online tutorials	7
On campus knowledge tests	2
TOTAL	150

7. ASSESSMENT

The assessment systems, plus their weighting in the final grade for the subject area, are as follows:

On campus:

Assessment system	Weighting
Knowledge test	30%
Analysis of case studies and problem-solving	30%
Participation in debates and forums	10%
Tasks/projects	30%

Online:

Assessment system	Weighting
On Campus knowledge test	60%
Off-site activities	30%
Participation in online forums	5%
Self- and co-assessment	5%

On the Virtual Campus, when you open the subject area, you can see all the details of your assessment activities and the deadlines and assessment procedures for each activity.

9. BIBLIOGRAPHY

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