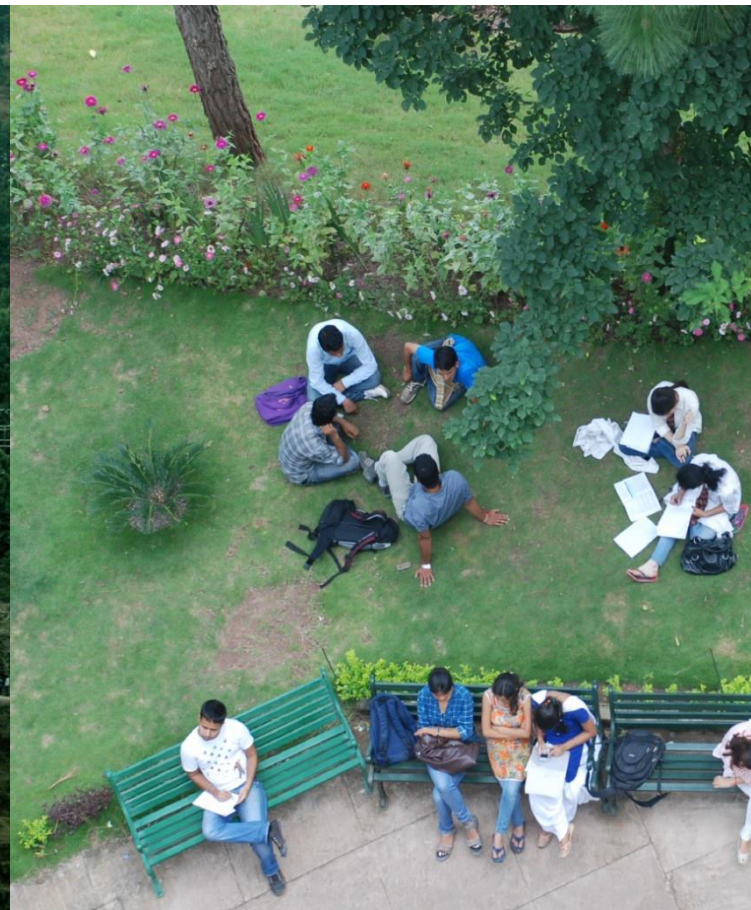


# MST(HR) 552 –Sensitivity Training and Life and Career Planning

## Lecture 6



# Recap from last lecture

In the last lecture, we discussed:

1. Overview of OD interventions
2. Thinking about OD interventions
3. Guidelines for sequencing OD intervention activities
4. Types of OD interventions
5. Families or classification of OD interventions

# Topics to be covered today:

- T-Groups
- Life and career planning
- Career Anchors
- Life goals exercise

# T-Groups

- A T-group is an essentially unstructured, agenda less group session for about 10- 12 members and a professional trainer who acts as a catalyst and facilitator for the group.
- Actions, reactions, interactions and concomitant feelings accompanying them are the data for the group.
- The group meets for three days up to two weeks.
- The main learning vehicle is the group experience.

# Goals of T-groups (According to Benne, Bradford and Ronald Lippit)

- Increased awareness and sensitivity to emotions
- Greater ability to perceive and to learn from the consequences of one's own reactions
- Clarification and development of personal values and goals
- Development of concepts and theoretical insights
- Achievement of behavioral effectiveness in transactions with one's environment

# Life and Career Planning

1. Career Anchors (Edgar Schien): The pattern of self perceived talents, motives and values that serves to guide, constrain, stabilize and integrate a person's career.
  - Technical and functional competence:
    - What a person is good at?
    - Values leading to self concept of remaining in an occupation
  - Managerial Competence
    - Climbing an organization's ladder to achieve a position of responsibility.
    - Decisions and their consequences could be clearly related to the individual.

# Life and career planning

- Creativity
  - Some kind of entrepreneurial effort
  - Create a new service or product, to invent something
- Security or stability
  - Guarantee of continued employment
  - A stable future
  - Financial independence
- Autonomy
  - Determine his/her own hours, lifestyle and working patterns

# Life Goals exercise

## 1. First Phase:

- Draw a straight horizontal line from left to right to represent your life span
- Indicate where you are now.
- Prepare a life inventory of important happenings
  - Any peak experiences you have had?
  - Things which you do well.
  - Things which you do poorly.
  - Things you would like to stop doing.
  - Things you would like to do well.
  - Values you want to achieve.
  - Things you would like to start doing now.



# Life and career planning

- Discuss in subgroups

## 2. Second phase

- Take 15 minutes to write your own obituary
- Form pairs. Take 15 minutes to write a eulogy for your partners.
- Discuss in subgroups.

# Summary

In today's lecture, we discussed:

- T-groups
- Learnings derives from T-groups
- Goals of T-group technique
- Life and career planning
- Career Anchors
- Life goals exercise

Thank you

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