



University Students Cultivate Leadership Qualities Through Workshops and Online Curriculum

Through a selective leadership program, college students studied leadership qualities, both in group workshops and individually, to realize their potential in life and commitment to their community.

Background

At the University of Colorado - Colorado Springs, a select group of students were chosen for the Chancellor's Leadership Class (CLC) to study and develop leadership and community service skills. Cristal McGill Ph.D. coached the students in skills such as *Engagement* and *Resilience*. Cristal used PAIRIN's soft skills assessment and curriculum to develop those skills—a combination unique to PAIRIN.

Approach

In preparation, Cristal took two online coaching courses—PAIRINOLOGY 101 and 201—and instructed all students to take The PAIRIN Survey before she began her workshops. From the coaching courses, she learned how to understand the students' survey data results on both an individual and group level. She also gained an understanding of what drives and inhibits behavioral development.

When she began the in-person workshop sessions, Cristal coached the group on soft skills and leadership qualities. In addition, the students used PAIRIN's online soft skills curriculum between workshops to fill their development gaps—allowing for focused, personalized learning.

Students retook the survey at the end of the school year, and the comparison of results from the two surveys helped show how the student's skills grew from the start to the end of the course—proving the impact of the program.



University of Colorado
Colorado Springs

40

College Students

106

Online soft skills curriculum
modules completed

97%

Of students experienced
meaningful change in soft skills
and mindsets between the surveys

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After digging deeper and creating value for soft skill development, the students began to invest time and effort into the online curriculum. It was the second PAIRIN Survey results that the students were able to see the benefit.

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PAIRIN's curriculum focuses on the soft skills that are 75% of what makes an individual successful in career and life.

PAIRIN's Recommendations

- 1 Use PAIRIN's online soft skills curriculum to develop in desired areas including *Emotional Self-Awareness*, *Assertiveness*, and *Stress Tolerance*.
- 2 Have every student take The PAIRIN Survey at the beginning and end of the program to measure growth over time and prove program impact.
- 3 Understand student behaviors and guide skill development using PAIRIN's Coaching Courses and built-in coaching insights.

Results

The students quickly noticed how much Cristal understood their strengths and development opportunities before even meeting them. The survey data and built-in coaching insights gave Cristal ways to explain the degree to which the students matched to different leadership qualities and where the students needed to develop their soft skills.

Overall, 97% of the students experienced meaningful change, a T score difference of 10 or more between surveys, with at least one attribute. The group changed an average of 3.64% across all the soft skills and mindsets measured by PAIRIN. Their Career Readiness match score increased by 8.05% as a group. The most notably changed attributes for the group were in *Approval Seeking*, which decreased by 10.6%; *Achievement*, which rose by 8.19%; and *Engagement*, which grew by 6.75%.

In the program, some qualities were better suited for group exploration, while others worked better through individual study. PAIRIN's online soft skills curriculum allowed the students to address their skill gaps while the in-person workshops took advantage of qualities from which the entire group would benefit. Students completed a total of 106 online curriculum modules over the course of the school year. On average, students completed 2.65 modules each, with three students completing ten modules each. One of those students averaged a 29% growth in scores related to the online curriculum modules they completed.

About PAIRIN

PAIRIN is a social enterprise software company whose mission is to make education relevant and hiring equitable. The PAIRIN Readiness Management System™ is the world's first competency-based talent ecosystem that personalizes career exploration, job matching and professional development. Recognized as the 2017 Denver Chamber of Commerce Start-Up of the Year, the 2017 Colorado Technology Association APEX Emerging Tech Company of the Year award, and 2017 Colorado Companies to Watch winner, PAIRIN continues to lead the skills-based talent pipeline evolution for education and industry. Find out more at www.PAIRIN.com.