

## What other workplace skills, if any, did PAL help you develop?

*70 responses, unedited, sorted alphabetically:*

- A high degree of responsibility and aptitude for multitasking.
- Accountability
- Acknowledge failure, accept your flaws and build from them, for example, you understand that it is okay to make mistakes and know that you can seek for help, you're not alone. Monitor your performance and take action.
- Adaptability, cultural competency
- All of them! Work with so many different people, critical thinking, work ethic
- As a PAL instructor, I occasionally encountered conflicts, whether with fellow instructors or between students. These situations provided valuable opportunities for me to develop skills in managing conflicts professionally and with sensitivity.
- Being a PAL facilitator helped me learn how others (and even myself) can have different learning styles, and how to best try to optimize that learning style. While there are some techniques that worked very well for my learning, this was not always the best method for my students. It also really helped be learn the difference between passive and active learning. While you can easily think that you are studying effectively because you are spending hours studying, not all studying is as effective. I tried to focus on teaching my students how to actively study -- rather than just reading a book (passive), try to teach the topic to someone else (active). This study method was actually very helpful for developing my own studying throughout medical school.
- Being able to navigate resources available to me
- Collaboration, running/ leading a group session, speaking in front of others, learning how to scaffolding which was great now as I am a speech language pathologist and I have to use different prompting strategies to support students. It helped me learned to be accountable to the job, to keep track of my work hours which I do now as well being hourly employee, it helped me learned to prepare before seeing students. I really missed not working as a facilitator after graduation!
- Communicating complex ideas to people who don't yet understand them.
- Compassion, critical thinking, work ethic, discipline, research/analytic skills
- Confidence
- Confidence
- Conflict resolution
- Conflict Resolution was built when having to settle differences between fellow facilitators or other students.

- Critical thinking, leadership, accepting accountability, demonstrating initiative, effectively communicating, valuing viewpoints that differ from mine, teamwork, and many others.
- Diversity, equity, inclusion. Time management.
- Drive and persistence to continue with my education.
- Empathy, although I've always been empathetic I did notice that social skill further develop.
- Grit to continue on and try again.
- Having difficult conversations that are respectful, healthy, necessary, and constructive. Both within PAL spaces overall (including with leads, supers, and faculty), and within our PAL sessions. This skill was incredibly helpful to develop through not only practice/experience, but it was also modeled in PAL through faculty, and taught to us via NSM 197 trainings. Whenever I engaged in difficult conversations with people in or through PAL, I always felt supported and validated, and was encouraged to be brave and vulnerable. PAL was always a safe space, in many ways.
- Helped me be confident in myself and trust that I know the material. Be confident enough to help other students
- How to communicate with professors.
- I believe that PAL helped strengthen my work ethic
- I learned how to begin navigating difficult work conversations through assertive communication.
- I think as a college student, since a lot of us are generally younger, it is difficult to have the confidence to speak professionally to others, whether it's other students, or professors. While in PAL, I definitely gained confidence in myself, which helps me in all other areas: communication, professionalism, critical thinking, teamwork, etc
- I think over all being a better and more compassionate person. Through the 2 years at PAL, I got to know people from different backgrounds and experiences. Through these interactions I learned a lot about myself and who I want to be as a person.
- I was assistant professor 3 years in a graduate level professional program; I designed an emergency medicine course for physician assistants that combined flipped classroom with in-person case based learning, and also an anatomy/physiology course with flipped classroom and in-person small group guided inquiry learning. I couldn't have done that without PAL. An early exposure that helped me get comfortable saying "I don't know."
- It also helped develop my public speaking skills and ability to speak confidently in front of diverse audiences.
- It helped me understand the importance of involvement and how taking an opportunity like PAL can change your life.

- Leadership
- Learn how to deal with unexpected and dynamic classrooms and students.
- Lesson planning (now teacher)
- Multitasking and time efficiency
- Networking, Empathy and troubleshooting
- Organization
- Organization
- Organization and empathy
- Organization skills, multitasking, being able to handle heavy workloads, and taking initiative to help others.
- Organization, Problem-Solving Skills, Program/Project Management, Time Management, Public Speaking
- Organizational skills, adaptability, conflict resolution, mentoring/coaching/training, analytical skills, cultural competence, public speaking, emotional intelligence, and strategic planning
- Overall confidence in my abilities
- PAL has been extremely impactful as an experience for me to personally and professionally develop as a person and an educator. My motivation to join PAL was because I desired to enter higher education at the community college level and it was one of my most profound undergraduate experiences. Building knowledge of pedagogy was probably my favorite thing I've ever experienced as an undergrad! I also just got hired as a Tenure Track professor of Anatomy & Physiology at American River College. PAL was definitely something I discussed during my interview as a formative experience and something that shapes the way I do what I do in the classroom. It also made me more interested in science education research, which was my focus in my MS program at CSUS.
- PAL helped me build confidence, and if there was no confidence in myself, I learned how to be resilient and pull through during difficult times because I knew that my students, team, and professors were counting on me to be a good communicator, professional, and to hold all the mentioned skills throughout the survey. Being open-minded and learning from everyone was also an important skill because in life there are so many right answers because everyone has a certain perspective and having the critical thinking skills attached to the skill of open-mindedness helps balance out a personal opinion and someone else's opinion can help see and understand different perspectives. Using teamwork and open-mindedness creates a creative and productive workflow.
- PAL helped me by bringing an inclusive, growth mindset, equity, diverse based mindset that I carry to this day to any and every organization our group I include myself in.

- PAL helped me develop more confidence in myself, my studies, and my career path.
- PAL helped me recognize that I enjoyed education research. Which is the field I currently work in.
- PAL helped me to develop discipline, integrity, responsibility, and empathy for other students.
- Patience
- Patience
- Patience and understanding that people have different levels of communication skills.
- Patience, time management
- Presentation skills. Delegating where needed. Adapting to unexpected changes.
- Prioritize my time with work and school
- Problem solving skills, organizational skills, time management, managerial skills
- Problem solving, assertiveness
- Problem solving, flexibility to work with different personalities, discipline to stay up to date to students needs in and out of classroom.
- Public speaking, more cultural knowledge from people of different backgrounds from me, how to be self sufficient, how speak up for myself when necessary, it also gave me valuable connections to like minded people in STEM majors
- Relationship
- Research skills
- Soft skills
- Stepping outside my own comfort zone and becoming more comfortable with the uncomfortable.
- Task management and prioritization
- Teaching, professional work ethic
- Time management and prioritizing tasks.
- Time management, adaptability, diplomacy, and public speaking
- Time management/multitasking, confidence
- To actively think for myself to come to possible solutions to situations/assignments/work/etc.
- tutoring
- Understanding different perspectives or different ways to solve problems, as well as patience. I was able to develop leadership skills when I became a Lead facilitator.