Are People Skills More Important Than STEM Skills?

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Management Network
IQ and Success
Malcolm Gladwell *The Outliers*

Chris Langan
Bob Saget

Meet Chris Langan

- Einstein’s IQ = 150
- Chris Langan’s IQ = 195
- IQ is literally off the charts, needs to take special IQ test designed for geniuses.
• Saget: “Being a genius should help.”
Robert Oppenheimer

- Robert Oppenheimer, physicist
- Boy genius Lab studies in 3rd grade
- Harvard then Cambridge for PhD
- Struggled with depression
- His gift was theoretical physics, his tutor, Patrick Blackett (Noble prize 1948) forced him to attend to minutiae of experimental physics, which he hated.
Networking Rules
Put yourself in a position for good things to happen

1) Confidence, failure & motivation go hand in hand

2) Learn to be even MORE Likeable

3) Connect and find opportunities to stay connected

4) Put yourself in a position for good things to happen
Focus on needs of others

5) Challenge yourself to learn more

8) Focus on helping others

10) Being interested– is more important than being interesting

12) Impress people with great work
Genuine & Composed

6) Show appreciation

7) Always be composed

9) Be fun and do interesting things

11) Form emotional connections
• Put yourself in a position for good things to happen
Put yourself in a position for good things to happen
Focus on the needs of others
True/False

- The key to networking is to connect with people who can help you, or do business with you.
Your Network

- Bypass Formal Impersonal Channels
- Specific Experience
- Information & Resources
- Your "Brand" Your Specialized Offer of Value
- Friend Fun
- Bringing People Together
- The Fixer Solutions
- Kind Words
- Make people successful
- Access to Experts
- Access to Investors
- Listener
True/False

The business world is a very competitive place, so winners should try hard to win.
Takers, Matchers & Givers

- **Taker**
  - Belief: competitive dog eat dog world
  - Actions: self-promote, seek credit for work
  - Focus: self-interested
  - Goal: Get more than you give-- Win

*Give and Take*, Adam Grant
Takers, Matchers & Givers

• Matcher  
  - Belief: fairness
  - Actions: expect reciprocity
  - Focus: fairness
  - Goal: exchange favors

*Give and Take*, Adam Grant
Takers, Matchers & Givers

• Giver

  - Belief: sharing
  - Actions: helpful
  - Focus: needs of others
  - Goal: close relationships

*Give and Take*, Adam Grant
Takers, Matchers & Givers

*Give and Take*, Adam Grant

Who's at the bottom?
Takers, Matchers & Givers

*Give and Take, Adam Grant*

Who's at the top?
Givers who win!

_Give and Take_, Adam Grant

Concerns for Other Interests

<table>
<thead>
<tr>
<th>LOW Concern for self-interest</th>
<th>LOW Concern for self-interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>LOW</td>
<td>Apathetic:</td>
</tr>
<tr>
<td>HIGH</td>
<td>Selfless:</td>
</tr>
<tr>
<td></td>
<td>Self-sacrificing Givers</td>
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<tr>
<td></td>
<td>(too trusting, too empathetic and too timid)</td>
</tr>
<tr>
<td>HIGH</td>
<td>Other focused:</td>
</tr>
<tr>
<td></td>
<td>Successful Givers</td>
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<tr>
<td></td>
<td>(Willing to give more than you receive)</td>
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</tbody>
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True/False

- Focusing on relationships and ingratiating yourself to others is distasteful and smarmy.
Genuine & Composed
Thank You!

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Bibliography